

JOINT REPORT

— OF —

Executive Council, President, Vice-Presidents,
Secretary-Treasurer-Legislative Agent

TO THE

Forty-ninth Annual Convention



Massachusetts State Federation of Labor

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HEADQUARTERS:

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Your Executive Council in past years when reporting its stewardship to the Annual Convention has, other than reporting its activities, attempted to point out what it believes to be the best method and program to be adopted to accomplish the greatest good for not only the Trade Union Movement but the Workers in general.

We have nothing new to offer insofar as the basic principles of the Trade Union Movement are concerned. For years the Federation has urged upon employers the need for increased pay and shorter working time without any degree of success. We have pleaded with public officials to observe these principles as a partial solution to the grave problem of unemployment, and find that the majority of elected officials of political parties continue to meet the difficulty by so-called economy and creating more unemployment.

The vicious system has continued for such a period that there is now reasonable doubt whether the shorter hours and higher wage theory will help a great deal. Undoubtedly we have reached the point where the Government must play a still larger part, accept further controlling responsibilities and in all probability take steps much more radical than would have been necessary when the Labor Movement first declared that millions were in want in the midst of plenty.

The National Recovery Act has been in operation long enough to prove that it is futile for wage earners to hope for adequate enforcement of code provisions unless workers are organized in a strong militant trade union. It must be apparent that organized employers have taken advantage of the codes and are performing a very definite function in relation to trade practices. It seems to us that there will be no balanced progress unless Labor is effectively organized on a National basis to meet this challenge.

Despite the National Recovery Act, this year has witnessed, as in past years, unemployment, suffering, and lower living standards among millions of wage earners. The worst cases have probably been met with inadequate programs of work and direct relief, but the larger part of this burden of caring for these unfortunates has been borne by the meager pay envelopes of the workers who in most cases have had less employment, and in many instances divided their working time with their less fortunate colleagues.

It is with a sense of responsibility that we present this report to the 49th Annual Convention. We appreciate that as the Executive Council we are called upon

to render an accounting of our activities, and in the following report we have endeavored to make recommendations concerning the course which we believe should be followed during the months ahead.

ORGANIZATION

There is great danger that workers will think that they do not need organization since the establishment of the "new deal" by the Government. Many thousands of them believe that the Federal Government with the recovery set-up will do everything for them. This is quite surprising because almost everyone knows that the employers have taken every advantage of the Recovery Act and have organized as never before.

Section 7-A offers the greatest opportunity to workers to organize, and if they fail to take advantage of this opportunity their failures will be their own.

There are indications that public employees are at least becoming conscious of their duty to other working groups and are organizing. For many years this class of workers, with few exceptions, have rather felt that there is something sacred about their jobs and that organization was unnecessary. They have just begun to realize that workers in public service, as well as workers in private industry, can be deflated, and apparently the civil service laws have not altogether protected them.

The Federation of Labor hopes that public employees will play their part as wage earners, and the Federation will continue to fight as vigorously for their rights as for any other type of worker.

It must be apparent to all men and women that governments will continue to misgovern until such time as all men have an equal opportunity to secure gainful employment. It is the particular job of those of us in the trade union movement to convince those outside that membership in a union organization is a safe investment which will yield substantial gains in human and social progress. We must educate those workers who have benefited by the efforts of the organized by having had their wages increased and their working hours shortened, that the manly thing to do now is to join with their brothers and sisters in the organization of their craft.

There is every indication that the codes, providing as they do as low as thirty-five and forty cents an hour, will not improve the living conditions of the worker to any great extent unless there is an organization to participate in collective bargaining.

In this fight to organize it is quite likely that we can enlist the support of many other groups who will be willing to help in our efforts to attain a measure of simple justice for the wage earner.

To those who still believe in this day and age in company unions and their "yellow dog allies", we suggest that they bear in mind the words of Patrick Henry; -- "Is life so dear or peace so sweet, as to be purchased at the price of chains and slavery."

UNEMPLOYMENT

After more than twelve months of stupendous effort against economic pressure which seemed irresistible we find ourselves still struggling to prevent the complete downfall of both our financial and industrial system and the possibility of a political revolution which will, unless averted by a return to sanity, completely change the social and economic life of the entire nation. In the midst of the most disastrous epoch in our nation's life there was offered to the American public a humanitarian solution to the problems that had brought the country to a position that was admittedly close to riots and uprisings of all kinds; a solution needing the support and co-operation of all of our people, a plan so simple that we should have long since been on the road to recovery and in a position to once again enjoy the fruits of a bountiful nature and the benefits of a modernized industry.

It is not necessary to have a wide knowledge of economics or to have made anything but a casual study of the methods pursued by the large industrialists to understand that not only has no attempt been made to assist in the recovery from the depression but that a most pernicious campaign has been waged to harass and obstruct the work of the greatest humanitarian the country has been blessed with in many generations. A closer study of the entire situation will reveal conditions so dangerous, so fraught with peril that it seems unbelievable that men do not realize the dangerous shoals ahead, and that a continuation of their policies will bring down the house about their ears and set up a social order that will mean the extinction of their kind and a reverting to the class hatred era in which no progress can be made and which inevitably leads to chaos and ruin.

Not satisfied with obstructing the recovery program by false propaganda and other un-American practices, we are witnessing the degrading spectacle of this privileged group attempting to nullify the benefits of the work relief program set up by our government, without which the ranks of labor would be filled to over-flowing with the starved and destitute who vainly seek work and who are fully conscious that regardless of how diligently they seek work it is not available and that there is no prospect at this time of industry being able to absorb to any appreciable extent the millions that trod the streets of our industrial cities. The only salvation is the work relief departments established throughout the country by our government, and which have been found inadequate in every instance to care

for the multitude who seek only the right to work that they may earn, in a legitimate way, enough money to maintain their families.

Organized labor has never in its history been called upon to meet a more important or a more dangerous problem than that which now presents itself through the activities of this group of ghouls;—a group that would wreck any social structure in order that their position, which has been most profitable to them, would not be endangered, and who entirely overlook the catastrophe that is rapidly approaching and which will crush and destroy every thing in its path.

Men of labor trained through experience in situations calling for good judgment and belief in American principles are practically the only bulwark standing between this element and ruin. A militant, fighting spirit is required, a spirit that knows no defeat, a spirit sufficiently strong to imbue the hopeless unemployed with the thought that all is not lost, that peace and happiness will once again come to our harassed land if there is unity of action and a knowledge that we know no defeat.

Unemployment today in the regular industrial channels is greater than ever and in all probability will gradually become more pronounced during the coming Fall and Winter. A test is now underway to determine whether our national government can, through legitimate rules being applied to industry, prevent a return to the old order which was so disastrous and which was directly responsible for the depression, or if the unfair profit seeking industrialists will bind the American public to its way of thinking and nullify the entire industrial program set up to clarify the situation.

UNEMPLOYMENT INSURANCE

While it is true that the progress of unemployment insurance in the United States as a whole has been slow, there are now many encouraging signs of greater activity in the near future. The first legislative effort for the enactment of unemployment insurance was attempted in the Massachusetts Legislature in 1916. It was the beginning of agitation and discussion of this great social problem, which has now become a national question. Interest in this legislation increased greatly in 1930 and the years following due to the continued growth of unemployment, until now the situation has become acute.

In 1931, there were some thirty-three bills introduced in seventeen State Legislatures, of which only one was passed, that by the Wisconsin Legislature. Increased interest was manifested in 1933, a total of sixty-eight bills being introduced in twenty-five State Legislatures none of which became law. In fact, in only seven States did bills pass one house of the Legislature. In some Legislatures, commissions were appointed to study and investigate.

This increased activity, shown by all groups in industry, can be attributed to the force of job insecurity brought about by the most devastating business debacle

in the history of the nation. The millions of workers thrown out of employment have been forced to apply for relief, throwing a tremendous burden on the taxpayer, especially the small home-owner. In Boston alone, over \$14,000,000. have been appropriated to the welfare department the past year, whereas, in ordinary times a million dollars or thereabouts was adequate to meet this need. Due to inadequate and hit-and-miss methods of unemployment relief, there has been produced an atmosphere of uncertainty and doubt in the minds of the people, which in turn has resulted in added interest by legislatures to devise some plan of unemployment insurance.

Relying on public appeal and emotion to meet the needs of relief is admitted on all sides as being practically incapable of coping with the situation. We no longer hear harsh words of criticism and condemnation of the so-called dole in vogue in other countries. The present methods of alleviating this distress owing to red tape is worse than the distribution of any so-called dole,—it practically amounts to pauperism.

The President of the United States and Congress have recognized the necessity of adopting unemployment insurance in some form or another. The most recent attempt at Federal action is represented in the Wagner Bill, introduced in the U. S. Senate in February of this year. It imposes a Federal tax of 5 per cent upon the payrolls of all employers, except very small ones and a few special classes, such as farmers, domestic servants, and hospitals. In order to induce State Legislatures to pass unemployment insurance legislation, the Federal Government will allow employers to offset their payments to State insurance funds against the Federal tax. When an employer succeeds in stabilizing employment in his industry, his contribution to the State decreases and an additional offset will be allowed.

It is regrettable that action on this bill was postponed until the next session of Congress, as some States will not convene for two years, thus adding further delay. However, President Roosevelt and Secretary of Labor Perkins, have endorsed the proposal. The President has promised definite action at the next session of Congress, and his power of leadership will undoubtedly be put to a severe test due to the pressure of hostility by large groups of industrialists.

There are two rather distinct philosophies underlying the various plans; Unemployment Insurance and Unemployment Reserves.

In brief, unemployment insurance is based upon the belief that unemployment is insurable, according to the ordinary principles of insurance. Unemployment reserves is based on the stabilization of employment, rather than the relief of the unemployed.

Under the unemployment insurance plan, all funds are pooled into a common fund which spreads the risk and protects the unfortunate. A limited test of this plan was given by the Ohio commission, and it was

shown that it would be distinctly helpful, if not completely adequate, during times of serious depression.

The purpose of unemployment reserves is to bring about financial pressure upon the individual employer to so manage his business as to minimize unemployment and thus reduce his payments.

It should be obvious that the causes of cyclical unemployment are beyond control of the individual employer; and involves forces of a national and an international nature. It is reasonable to ask how then can a penalty serve to correct the abuse, or promote the stabilization of employment?

While the State Federation of Labor has not recommended any particular unemployment insurance scheme, the time is now at hand to take a definite stand on this question. With the information at hand, brought about through hearings and published reports, unemployment insurance undoubtedly comes nearer to meeting the plight of the unemployed worker than the reserves idea. If an illuminating distinction could be drawn between the workings of the two plans, unemployment insurance could be comparable to a trade union, and the reserves to a company union.

SHORTER WORK WEEK

Our nation is passing through a period of wonderful industrial development. We are living in a mechanical age. This is a day of standardization, a day of specialization and of mass production. There must be a balance of the producing and purchasing power of the workers. The working people of the world constitute the great market for the products of industry and to maintain a proper balance, we must make it possible, through the establishment of an economic policy, for the workers to buy and use the things that their hands and brains produce. The great lack of balance between the producing and purchasing power of the workers today has resulted in many large manufacturing establishments closing their doors and for weeks each year workers are denied the opportunity to produce. The American Federation of Labor firmly believes that the introduction of the five-day week is a definite step toward an adjustment that will distribute this spare time over the whole year instead of seasons of business depression and consequent unemployment.

It is the humanitarian reason offered in support of the shorter work week which makes the strongest appeal to our conscience. The opportunity to live a more complete life and to experience surcease of exacting toil would be a boon to the human race. No industrial reform would be more welcome or acceptable to working men and women than the universal inauguration of the shorter work week. In all our industrial planning we must consider the spiritual and cultural welfare of mankind. We must emphasize these intangible human values which raise men and women to a higher plane of life and living. The development of the mind, the artistic and spiritual part of life, depends

upon recreational, educational and intellectual opportunities. The shorter work week will help to provide these opportunities.

The exhausting effect of long periods of human labor can only be overcome by rest. Five consecutive days of constant toil make a heavy demand upon the strength and vitality for recuperation. This is especially true where the work done is of a repetitive or monotonous nature. The element of fatigue is an important factor in industrial waste and that the maximum efficiency of the human machine can be had only when rest periods allow ample time for recuperation. The time needed for complete recuperation must be greater where specialization and mechanical devices reduce the workman's part to the constant repetition of a few motions at a high rate of speed. Here monotony and nervous tension produce a greater strain than in work involving greater variety. Certain scientific investigations have placed the work time which under existing conditions give the maximum efficiency of the human machine, at forty hours a week. A study of the subject of fatigue among industrial workers shows that the efficiency and strength of the workers becomes greatly lessened after a reasonable number of hours have been worked. The material benefits which would come to industry through the establishment of the shorter work week would be made manifest in the renewed strength and energy shown by the workers.

The extended period of rest accorded the workers, through the adoption of the shorter work week, would enable them to face their weekly tasks with increased strength and vigor. Their bodies, minds and spirits would be restored and renewed and their morale and purpose would be raised to the highest point attainable. There is no doubt but that the workers would, within a short space of time following the changes, be performing as much service during the five day period as they formerly did during the five and a half and six day work week.

It is not possible to comprehend the benefits and advantages which would come to industry, the working people and the public through the inauguration of a shorter work week. Physical and spiritual values would be enhanced, our standards of living would be raised, family and home life would be made increasingly pleasant and a spirit of satisfaction would prevail in the minds of the workers.

LABOR PRESS

The Labor Press in Massachusetts during the past year has rendered splendid service to the Trade Union Movement.

The Worcester Labor News, edited by Freeman Saltus, has continued to spread the message of Labor among the mass of wage earners in this state. This effective work on the part of the Worcester Labor News has been supplemented, during the past year, by the Voice of Labor, printed and edited in New Bedford

with the active support of the New Bedford Central Labor Union.

The Executive Council urges the members to promote the circulation of these newspapers. They are entitled to the fullest measure of our support because the cost is extremely small in comparison to the benefits received by local unions.

It should be apparent to all trade unionists that it is absolutely necessary to establish and maintain papers of our own. The value to the movement of labor papers in the homes of our members cannot be overestimated, particularly when those papers follow closely the labor program in respect to both its news and advertising columns.

Local unions, State Federations, and International Unions have all failed to visualize the tremendous power of the Press. The members have been indifferent, although they must know that the Labor Press and the Radio are the only means by which thousands of widely scattered members can be kept informed.

Labor papers with the aid of the American Federation of Labor, State Federations and Local Unions can sponsor and interpret constructive and aggressive programs of labor action and counteract, to a great extent, the control exercised by the daily press over our economic and political thought.

The Executive Council urge all unions to make the most of the great force of publicity, and to show to the world that Labor has a program by which all may profit, and let us make an honest attempt to provide the support a free Labor Press deserves.

A "new deal" for the Labor Press from organized workers would hasten a real "new deal" for the workers, themselves.

REGIONAL CONFERENCES

Regional Conferences were held in the various parts of the State under the direction of the Vice Presidents of the respective districts. In comparison with the past eight years when such conferences have been held, the meetings this year have been the most successful and attended by the largest number of delegates.

The Legislative program of the State Federation has been discussed at the conferences, and the State Union Label Committee has been quite active in developing interest in the Union Label. A closer co-operation and a better understanding of the aims and objects of the Federation, together with several new affiliations, have been the result of these group gatherings.

These conferences promise to become more significant as years roll on. They will continue to prove a splendid vehicle by which our members who attend will have the opportunity to broaden their knowledge of the many problems confronting our organizations.

President Moriarty and Secretary-Treasurer Watt attended these conferences and the Vice Presidents, and Central Labor Union officials in the respective districts gave liberally of their time and effort toward success.

The conferences were held:

March 2nd in Boston.
 March 18th in Haverhill.
 March 25th in Springfield.
 March 28th in Brockton.
 April 1st in New Bedford.
 April 8th in Fitchburg.

INJUNCTIONS

When the N. R. A. was enacted into law, it was the belief of organized labor in Massachusetts that the vicious and oppressive policy of the State Courts in labor injunction actions would be materially relaxed, if not completely abolished. Coupled with the Federal enactment of the Norris-LaGuardia Anti-Injunction Law, it was felt, surely, that the state courts would sense the trend of the times and act accordingly. Imagine our keen disappointment and bitter disillusionment when in practically the first three injunction cases brought by the employers since the operation of the N. R. A. our state courts outdid themselves in their harsh and inhuman treatment of members of our labor movement.

In one case, a most outrageous restraining order was granted ex parte against the members of one of our unions, and in another case, an old injunction dating back for fifteen years, was used as a basis to cite members of our unions before the courts for attempting to form a union among the employees of this manufacturer. In the third case, a drastic preliminary injunction was granted against one of our unions, because they dared to picket a plant which had deliberately and brazenly violated the terms of a written agreement with the Union, and the judge further threatened to put our members in jail if they interfered with the business of this contract-breaking employer. All of this under the N. R. A. and the Norris-LaGuardia Anti-Injunction Act!

We have accepted the challenge thrown down by these vicious actions, and due to our spirited resistance and the hue and cry we broadcasted throughout the country, we have been successful in check-mating the full disastrous effects. However, the menace to our Constitutional liberties still exists and it must be reckoned with. If the Commonwealth of Massachusetts is really a part of these United States of America, why should it be lawful to do an act in Massachusetts under federal jurisdiction and unlawful, even to the extent of imprisonment to do the same act under state jurisdiction?

Are the guarantees of the N. R. A. null and void within the borders of the Commonwealth of Massachusetts?

Are the Constitutional rights of men and women destroyed by mere residence in Massachusetts?

These are serious questions for sober-minded people to consider. They demand the collective thought of all working men and women. Unless we can reconcile the new philosophy of labor rights with the prohibitory mandates of our Massachusetts Courts, there is bound to be a nasty and serious climax.

One possibility for a readjustment lies in the legislature. A second possible remedy is by conference with the chief justices of our higher courts. Meanwhile, the most potent medicine for the present judicial tyranny is mass resistance and disregard for all unlawful and unjust edicts that may issue from our state courts in matters affecting the rights and privileges of working men and women who are organized within unions.

The continuance of a state-wide committee, as was ordered by the last convention, to study the subject and to plan a course of action in dealing with it, holds promise of real value.

It constitutes a burning issue in the affairs of organized labor.

COMPANY UNIONS

When the Recovery Act was under consideration by Congress, many employers in Massachusetts, as elsewhere, saw the handwriting on the wall and in an effort to evade the law established so-called company unions within their plants. These fake organizations formed in most instances over night, have been the source of constant trouble for many months. The "old guard" usually contend that they have a contract with their employees and are unable under the law to deal with another organization. When the situation is investigated it is found that the company union simply means a subtle form of boss-control over the economic freedom of the wage earners.

The contract in this instance is purely a glorified form of the old "yellow dog" which proved so useful before it was declared unlawful. The company union being part and parcel of the employer just proves there is nothing new under the sun because in this instance a man makes a contract with himself, something no one ever believed could be done—even by employers.

No worker can ever recall any group of wage earners of their own free will having organized a company union, and every worker must be told that the power that created the "union" can destroy them also.

If the Recovery program is to be even partially successful, strong united National Labor Unions are necessary to deal on an even basis with an employer group who have taken every advantage of the New Deal to organize nationally. The system of codes under the Recovery Act has in every instance brought into being such national employers' organizations. The pres-

ent administration demands that employers associate themselves into national bodies, and when codes are approved legal sanction is granted to this well-organized group created by Government machinery.

These organizations undoubtedly will have, if they do not now, a uniform policy as far as labor unions are concerned; so it must be made apparent to the worker that he will be more helpless than ever before unless he becomes a member of a labor union. Only when company unions are completely crushed and national trade unions control the supply of labor in industry to the same extent that the employers control jobs, will labor have an opportunity to bargain collectively upon an equal basis.

The company union, in short, is the employer's union, for the employer, by the employer, and part of the employer, with employer's authority and power over the economic and industrial life of the wage earners who are members of it.

Without exception, expert opinion is always of the view that the worker who is a member of a company union, shop committee, workers' council or any of the other fancy names given to fake organizations, has no bargaining power whatever when dealing with the employer.

Everything possible must be done by every organization in the State Federation of Labor against the so-called company union. The Executive Council urges every member of every union to fight militantly to outlaw the tool of unfair employers so that all workers may have a right to unite for the purposes of fighting for higher wages, shorter hours, and improved conditions of employment.

AFFILIATIONS

The delegates to this convention will note by President Moriarty's report that we have been successful in securing a considerable number of new affiliations during the year ending June 30th, 1934.

It will also be noted that during the year the Federation suffered a loss in membership which is reflected by the withdrawal of local unions in the shoe industry no longer associated with the American Federation of Labor.

The continued depression and resulting conditions, particularly in the building industry, have caused many local unions to cut down considerably on the membership. A few organizations are running behind in per capita tax and a small number have withdrawn or disbanded.

Many of the new unions which were formed since the enactment of the National Recovery Act through the efforts, or with the active help, of the Officers of the State Federation, have affiliated and give promise of increasing their membership in the near future.

The repeal of the Volstead Law has been responsible for the reorganization of a large number of Hotel Employees' and Beverage Dispensers' Unions, and has given added impetus to organization in related industries. The great majority of those locals through the co-operation of International Vice President John J. Kearney, and International Organizer P. Harry Jennings have affiliated with the State Federation.

Last year your Executive Council reported that they were hopeful of securing the co-operation of Government Employees, and are sorry to have to report that although we continued to communicate with all locals not affiliated, with one exception we have not succeeded in interesting any of the numerous locals of the National Federation of Letter Carriers.

We again call to the attention of the delegates that the representatives of many local unions who are quite willing that others carry the burden of financing the Federation, are ever ready and do not hesitate to avail themselves of every piece of legislation we succeed in having enacted. Furthermore, there is still a large portion of the trade union movement that is not assuming its rightful obligation toward the State Federation. We suggest that the delegates to this convention recommend to their International Officers that they lend their encouragement to the end that all local unions in Massachusetts may affiliate.

In this connection, President Wm. Green has continued his consistent attitude in urging local unions to become a part of the Local Central Body and the State Federation of Labor, and your Executive Council again stresses the fact that such affiliations would add strength to the International Labor structure.

The officers of the Federation join in extending our thanks to all those who so willingly gave of their time and effort in achieving whatever measure of success we have had. If the delegates when they return to their respective cities will lend a helping hand, our efforts will meet with a much greater degree of success.

DISCRIMINATION AGAINST OLDER WORKERS

Although this is a matter which has been brought forceably to the attention of the delegates at many conventions, it will bear repeating because the prevailing conditions and the National Recovery Act have accentuated the difficulties of aged workers.

As years go on and opportunities for employment have diminished, the unfortunate condition of aged workers is becoming more apparent. The age limit for the employment of new workers prevails in almost every large industry in Massachusetts. Industrial liability risks, and the insurance premiums to cover such risks, are always greater in relation to older persons. As a general proposition it is the older worker who is first to be discharged and last to be employed, and from present indications there is little chance of any improvement until such time as business improves to the extent that the employer is forced to employ the older worker.

The trade union movement has a real job to perform in focusing public attention on this growing evil. We cannot stand idly by and see the \$200,000 a year insurance presidents cast upon the human scrap heap workers whose only crime is one of gray hairs. If we carry out the aims and purposes of the A. F. of L. we must have the courage to challenge obstacles placed in the way of human progress by human vultures. We must insist, while in convention assembled, with force and determination that this practice by the insurance interests be stopped.

It should be one of our major tasks to see that this unjust practice is checked. It is every worker's right to seek employment, and any denial of that right on the grounds of age is an invasion of an inherent prerogative that will be accepted and established indirectly, and will surely do irreparable injury to every wage earner.

Although this practice has not been carried out so openly since the insurance interests suffered such a defeat on the Taunton Molders' Case, where they were assessed over \$17,000. in back wages and compelled to return the men to work—they are still in a much more subtle manner discriminating against older employees.

As a result of the action of the 48th Annual Convention your Executive Council petitioned the Great and General Court for the appointment of a commission to investigate this question. After being heard, along with several other bills dealing with the same matter, the committee on Rules reported a bill setting up a committee to investigate the discrimination against certain persons on account of their age.

The Executive Council recommends that our members pay particular attention to the report of this commission in order that we all may help in formulating some plan of relief from a condition that is becoming almost unbearable to thousands of workers in Massachusetts.

UNION LABELS

Union Labels, Shop Cards, Stamps and Buttons should be of the greatest assistance to union workers in securing steady employment. The insignia of the union stamp or label on articles purchased is assurance that the product is made by the best workmen and under the best of working conditions.

Now that we hear so much of the so-called New Deal with its Blue Eagle as a mark of a fair employer, which is a copy of the principle of the Trade Union Movement, we find that in some instances compliance with that section of the N. R. A. has been used as a reason for some manufacturers to break away from contracts they have had with unions for a period of many years.

Unfortunately, in the past the union workman has not received the benefits from the union label that should have been his, because the rank and file of union

members were careless, to say the least, as to how they spent their pay earned on union jobs. At the present time it behooves the union man to be more alert than ever to see to it that he purchases goods and services of a brother trade unionist, because of the feeling that seems to exist that an article or service that has the Blue Eagle is also union-made. Nothing could be farther from the truth, and if the wage earner is to receive fair compensation for his labor he must secure it through the efforts of the Organized Labor Movement, for by no other method will there be any success.

If the wage earner would take an interest in his union, abide by its rules, use money earned on union jobs to buy union goods, use the union as a vehicle to improve his conditions and increase his pay, the industrial leaders would be looking for his support.

PURCHASE UNION-MADE COMMODITIES AND HELP YOURSELF.

EDUCATION—THE DEPRESSION AND THE SCHOOLS

The danger of permanent injury to our public school system through the present so-called "economy propaganda" has been given a great deal of attention at several conventions of the American Federation of Labor. In one of the Federation's most recent reports, the Executive Council urged that "Organized Labor be on guard to protect our public school system from ill-advised and reckless retrenchment."

There is a special necessity for the free public education today and the danger of losing many of its benefits is great. Schools and Teachers have been living in a fool's paradise, thinking that all the people are committed to free public school education; but signs on all sides give warning of danger. One of such recent signs is the report of a Professor, of Teachers' College, Columbia University, suggesting that economic demand and supply should be the criterion of payment for teachers, and that women teachers should be paid a much lower salary than men.

The Executive Council believes than an economic system which can afford to support so many surplus millionaires, which hands out fabulous salaries to professional athletes, movie stars, bankers, insurance company officials, and others of that ilk, can pay its school teachers in proportion to the service they render—even though these teachers happen to be women.

If the bankers and so-called business men who have mismanaged their own affairs want to apply their misguided economy to our public school system, Labor organizations must oppose them to the bitter end. If these individuals have any knowledge at all of economic

laws, which most of us doubt they have, they would know that decent salaries circulate in return for services just as readily when paid to women as when paid to men.

This economy program striking at the schools is deeper in its implications than salaries or supplies or any other material thing you can mention. The impairment of our school system means the destruction of rights of every citizen, rights which will be restored with difficulty if once destroyed.

To meet this problem in education every Central Labor Union and Local Union should let the Public know how important a part the school plays in the life of their community. Labor heartily approves the elimination of waste and extravagance but will oppose that being used as an excuse to destroy the free public school system.

The Executive Council is hopeful that the Teachers will join with us in arousing the people to a sense of the danger which threatens the school. Too many teachers have long felt that they have some special, individual merit and have refused to organize for their own mutual help and protection. It should be an obligation on the part of the teachers in a Democracy such as ours to encourage and cooperate with wage earning groups so that they may know honestly and accurately just what the activities of the public school mean to the worker. Instead of strangling the necessary and wise school activities, labor organizations believe that now is the opportune time to enlarge our school system to keep up with changes in social conditions.

Organized Labor will continue to insist upon the development of our public school system. It will heed the warning of the American Federation of Labor, and all divisions of the Labor Movement will fight to protect the public school from the so-called "economy patriots."

The Executive Council again recommends that every Central Labor Union in Massachusetts make every effort to organize the Teachers so that Organized Labor and the Teachers will not only prevent Public Education from being wrecked, but will join together in the establishment of decent living standards and the setting up of a Free Public School System which will expand and enrich the opportunities of all people.

UNIFORM LABOR LAWS

In an effort to secure more uniform state labor legislation, U. S. Secretary of Labor, Miss Frances Perkins, suggested to the Governors of every state that they select two representatives from their respective states to attend a meeting in Washington called for this purpose in February, 1934.

Governor Joseph B. Ely selected Commissioner Edwin S. Smith and Secretary-Treasurer Watt to represent Massachusetts at the meeting, which was attended by delegates from forty-four states.

Many important resolutions of particular interest to the delegates attending this convention were passed, including one approving continuation of the recovery codes as a permanent part of the national economic

structure after the National Recovery Act expires. It was also suggested that an annual conference be held on a regional basis at which the States participating could discuss the adoption of uniform labor legislation.

The following recommendations of the conference dealing with child labor are of interest to Massachusetts:

- (1) Ratification of the Child Labor Amendment.
- (2) Minimum Age for Leaving School for Work, Sixteen Years.
- (3) Regulation of employment of persons sixteen to eighteen years of age as follows:
 - (a) Hours of work, both daily and weekly, to be less than the legal hours of employment for adults.
 - (b) Prohibition of employment of persons under eighteen years of age in hazardous occupations.
 - (c) Work permits to be required for the legal employment of those between sixteen and eighteen years of age.
- (4) At least double compensation for minors injured while illegally employed, the law to assure the most desirable rehabilitation and education of the injured minor.

The conference urged the enactment of laws for decent non-contributory old age pensions, and genuine systems of unemployment insurance or reserves, with a fund created under such laws sufficient to meet claims of unemployed workers for benefits well above the mere subsistence level and extending over substantial periods of time.

The conference also voted to get solidly behind the Wagner-Lewis Bill for Federal Unemployment Insurance. Other resolutions covered safety legislation, minimum wage standards for women and minors, and workmen's compensation legislation.

An increased measure of cooperation between the Federal Government and the State Departments of Labor was recommended, and conferences of representatives of State Labor Departments, representatives of Organized Labor, and the U. S. Department of Labor were approved by the Conference. It was the unanimous opinion of those attending, and they so recommended that the Department of Labor arrange for holding an annual conference and make such arrangements with the Governors of the several states so as to enable all states to be represented.

The Conference voted that if and when regional conferences of State Departments of Labor, representatives of State Federations of Labor and other groups having common economic interests are held, that the U. S. Department of Labor furnish such conferences with accurately complete and current information on labor legislation in all the states.

INTER-STATE COMPACTS

One of the most significant developments in labor legislation this year is that represented by the signing of an Inter-State Compact by seven states on Minimum Wages for Women and Minors, at the State House, Concord, New Hampshire, on May 29th, 1934.

The compact declaring that "no employer shall pay a woman or minor under twenty-one years of age an unfair or oppressive wage" was signed by representatives of the States of Maine, New Hampshire, Massachusetts, Rhode Island, Connecticut, New York and Pennsylvania. Although the signing of this compact by those representatives does not make it immediately effective because it must be ratified by their respective legislatures and approved by Congress, this action indicates that a long step forward has been taken.

The compact has three (3) titles, "Policy and Intent", "General Provisions" and "Minimum Wage."

Under the first it is stated that enforcement among the industrial states of the union of reasonably uniform standards for labor in industry, determined in accordance with general welfare, would not only benefit labor but would be of real advantage to employers, removing the pressure toward low wages, long hours of work exploitation of women and minors and similar action admitted to be injurious to all concerned. It is not intended to abrogate, repeal, modify or interfere with the operation of laws in any state that accomplishes the purposes of the joint agreement.

"General Provisions" include one to the effect that every state that is a party to the agreement shall maintain continuing unpaid commissions representing Labor and Industry and the Public to deal with other ratifying states concerning questions arising under the compact and its operation. There is also a provision for an interstate commission to which any or all matters concerning the compact may be referred.

The Minimum Wage section provides for investigation of wages paid women and minors, for appointment of wage boards, and for state agencies to administer and enforce minimum wage laws.

This effort on the part of several states to maintain and improve industrial and labor standards is of vast importance to wage earners and besides being a progressive step has enormous educational value for all the States.

PRESIDENT'S REPORT

The privilege of welcoming you to his 49th Annual Convention of the Massachusetts State Federation of Labor affords me considerable pleasure. My sincere hope is that we shall all gain from our meeting together. The benefit I hope most of us will secure from this convention is that we will all return to our respective districts determined to press on in the great cause we represent.

You will note from the reports in your possession that the Federation has had a successful year, and notwithstanding the uncertain times which have caused so much unrest in industry, we have met our liabilities and from a financial standpoint are in a much stronger position than ever before.

During the year although the depression was almost as severe as in the past, we continued to bring to the attention of all un-affiliated organizations the need for cooperation with the State Federation. In this endeavor the Secretary and myself have visited every part of the state in an effort to interest those groups not yet a part of the Federation.

As a result of this campaign, with the cooperation of Central Bodies, the following locals have affiliated with the State Federation:

NEW AFFILIATIONS SINCE LAST CONVENTION

Painters 833, Beverly.
 Amal. Meat Cutters 278, Boston.
 Bakery Workers 97, Boston.
 Cloak & Dressmakers, Boston.
 Gas & Coke Ees. 18538, Boston.
 Ladies' Underwear Workers 179, Boston.
 Laundry Drivers, Chauffeurs & Helpers, Boston.
 Meter Workers 14502, Boston.
 Milk Wagon Drivers 380, Boston.
 Piano & Furn. Movers, Packers, & Helpers 82, Boston.
 Retail Clerks In't Pro. Assoc. 514, Boston.
 Roofers 33, Boston.
 Boot & Shoe 38, Brockton.
 Printing Pressman 102, Brockton.
 Mechanical Rubber Workers 19002, Cambridge.
 Brewery Workers 141, Chicopee.
 Federal Labor Union 19469, Chicopee.
 United Rubber Workers 18363, Chicopee.
 Rubber Workers 18569, Easthampton.
 United Textile Workers 1933, Easthampton.
 United Textile Workers 1845, Easthampton.
 Print Workers 1044, Fall River.
 Weavers 24, Fall River.
 Carpenters 860, Framingham.
 Painters 563, Framingham.
 Painters 175, Fitchburg.
 Beverage Dispensers 147, Greenfield.
 Typographical 687, Greenfield.
 Typographical 38, Haverhill.
 Bookbinders 48, Holyoke.
 Carpenters 390, Holyoke.
 Hosiery Workers 21, Holyoke.
 Silk & Rayon Weavers 1929, Holyoke.
 Electrical Workers 326, Lawrence.
 Gas Plant Workers 19139, Lawrence.
 Teamsters 477, Lawrence.
 Beverage Dispensers 85, Lowell.
 Teamsters 49, Lowell.
 Carpenters 595, Lynn.
 U. Textile Workers 787, Maynard.

Gas Workers 18393, Malden.
 Amal. Assoc. of Iron, Steel and Tin Workers No. 1, Medford.
 Central Labor Union, Milford.
 Barbers 144, Milford.
 Central Labor Union, New Bedford.
 Bartenders 100, New Bedford.
 Card Pickers & Ring Spinners 36, New Bedford.
 Federation of Teachers 263, New Bedford.
 Ring Twisters & Finishers 1644, New Bedford.
 Weavers 1, New Bedford.
 Warp Twisters 874, New Bedford.
 Painters 545, Newton.
 Barbers 126, North Adams.
 Painters 646, Northampton.
 Teachers' Federation 230, Northampton.
 Bartenders 114, Pittsfield.
 Carpenters 762, Quincy.
 Granite Cutters, Quincy.
 Coal Teamsters 154, Springfield.
 Chauffeurs 404, Springfield.
 Cigarmakers 49, Springfield.
 Elec. Ind. Ees. 18476, Springfield.
 Elevator Constructors 41, Springfield.
 Federal Labor Union 18385, Springfield.
 Hotel Employes 273, Springfield.
 Amal. Silver Workers 11, Taunton.
 Silk Workers U. T. W. A. 1813, Taunton.
 Carpenters 877, Worcester.
 Hotel Employes 95, Worcester.
 Painters 48, Worcester.
 Truck Drivers & Chauffeurs 170, Worcester.
 U. T. W.—Worsted Division 1841, Worcester.

Although the foregoing represent a healthy gain, much more could be accomplished if the delegates when they return to their various districts would personally lend a hand in securing the affiliation of every local union eligible to join. The officers of the Federation would then have more time to do other work essential to the interests of the Labor Movement.

Much of my time during the year has been spent serving in various capacities in the interests of Labor on the National Recovery Act. Many employers who have always either prevented or controlled organization among their employees find it extremely difficult to adjust themselves to the "New Deal" which gives to wage earners the right to bargain collectively through representatives of their own choosing.

This condition has been responsible for much of the industrial disputes, and unless Management changes its policies and frankly faces the facts there is every indication that wage earners will demand their rights under the law and strikes will inevitably be the result.

Although the National Recovery Act has accomplished a great deal there remains much to do before it has attained its purpose to overcome unemployment and restore purchasing power. It is apparent to representatives of Labor, and if not now must soon become apparent to Employers, that there must be a

substantial reduction in the hours of labor if we are to succeed in bringing recovery about.

My experience as a member of several N. R. A. Boards convinces me that the only way the workers can be protected under the Recovery Act and under the codes is through organization. It is impossible for wage earners to expect any results from acting as individuals against employers who are organized in a closed shop group. Only by joining the American Federation of Labor and presenting their demands through representatives of their own choosing can workers secure compliance.

I have given a great deal of attention to those phases of the National Recovery Act dealing with Public Works. Many meetings have been held by the officers of the Federation and the Legislative Committee of the Massachusetts State Building Trades Council with officials of the C. W. A., E. R. A., and P. W. A., in an effort to secure for our members their rights under the law.

We have continued to protest against the actions of Commissioner Lyman of the Public Works Department in the setting up of rates of pay for skilled mechanics far below the prevailing rates, without much success. We found it necessary to send the Secretary and E. A. Johnson, the latter representing the State Building Trades Council, to Washington to protest against the payment to skilled men of wages far below the rate prevailing for that work.

We also found that no attempt was made in many instances to classify an applicant for his ability, and that persons with political backing were given immediate attention and employment, while others were forced to wait a long time.

We finally proposed and were successful in having the F. E. R. A. Administrator set up a board of three to determine and establish wage scales under the Relief Program. John P. Cook, Vice President of the State Building Trades Council was selected as Labor's representative on that Board and in this manner we are securing a measure of protection. Brother Cook has been extremely helpful and cooperative with all of the Labor Organizations in their efforts to secure fair and just treatment.

Briefly, I will mention my appointment to two Commissions by Governor Ely—the Committee on the Stabilization of Employment and the Liquor Control Commission, both of which reports have been submitted to the Legislature.

Some time back I advocated to President Green the appointment of a Massachusetts man to fill the vacancy in the organizing ranks caused by the death of the late Frank McCarthy, who served the N. E. District faithfully and well. I am pleased to note here that President Green selected Francis P. Fenton, who from all indications and reports has been very successful in the service of the Trade Unionists of the N. E. States;

and it is my earnest desire that each of you delegates and the entire movement give to him your wholehearted support.

I deeply appreciate the cooperation I have enjoyed from my colleagues, and I am most sincere when I say to the Vice Presidents collectively that their good will and harmonious deliberations have been instrumental in making my terms of office most fruitful.

There is not sufficient opportunity in this report, which I have endeavored to make as brief and complete as possible, to do honor to the Secretary-Treasurer-Legislative Agent. However, I do remember my words to the Convention at New Bedford in 1931 when I told the delegates assembled that if they would elect Bob Watt that he would be the equal if not the best Secretary of any State Federation of Labor in the country.

Whereas that was my belief at that time, it is now my firm conviction. In my opinion, he is the best Secretary of any Federation in these states, and to Miss Murphy, his assistant, goes my personal appreciation for her kindness and thoughtfulness during my Presidency.

My heartfelt appreciation is directed to the Labor organizations and their membership who conferred upon me the privilege of being President of the State Federation of Labor. I am sorry that circumstances make it necessary that I decline to carry on in an official capacity for another year, but I shall be ready and willing at all times to give my successor my humble assistance whenever and wherever he finds it necessary to call upon me.

In conclusion I wish to again tell the members of the Organized Labor Movement that I consider the President of the State Federation the greatest honor ever bestowed upon me, and to express the hope that the new President will receive your undivided support, which I firmly believe he will.

Respectfully submitted,

JAMES T. MORIARTY,
President.

VICE-PRESIDENT'S REPORT

To the Officers and Delegates to the Forty-Ninth Annual Convention of the Massachusetts State Federation of Labor.

Greetings:

My activities during the past year, as a Vice-President of the First District, were mainly directed toward organization, and the securing of new affiliates.

The enactment of the National Industrial Recovery Act added impetus to the opportunity to plead the

who were poorly paid; or were working under intolerable conditions.

The response in some cases was instantaneous; while in others the obstacles of fear and misunderstanding had to be overcome. The question of craft affiliation also raised difficult and delicate problems which, in some instances, tended to impede progress in that direction. It is now clearly apparent that the Executive Council of the American Federation of Labor should adopt a definite and clear-cut organization policy to clarify this situation, and act as a guide in future work along this important line.

The Regional Conference for this district was held jointly at a regular meeting of the Boston Central Labor Union; and was well attended. Secretary Watt gave an interesting and informative resume of bills presented to the Legislature. These conferences are of real value to the movement; and are creating greater interest each year.

I attended as many legislative hearings as possible affecting labor legislation; and canvassed legislators for favorable action. While results were not as favorable as heretofore lacked spokesmen, among the vast army of the unemployed; as well as among those able as we wished, credit should be given to both President Moriarty and Secretary Watt for the able and tireless efforts made by them in behalf of the workers of the Commonwealth.

I attended the meetings of the Executive Council and accepted all assignments, when possible, to attend.

In conclusion, I wish to extend my thanks and appreciation to the officials of the Federation and officials of local unions for the splendid cooperation and support extended.

Respectfully submitted,

J. ARTHUR MORIARTY,
Vice-President—District 1.

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

In compliance with Article 5, Section 1 of the Constitution, I hereby submit a report of my activities while serving as Vice-President of District 1.

During the year, I attended all meetings of the Executive Council also the Regional Conference in Boston. On various occasions I attended meetings of local unions and non-union groups and spoke of the benefits of organization.

I was glad to be able to aid Brother Fenton, A. F. of L. Organizer, in his work organizing the Rubber Workers of the Woven Hose of Cambridge, which organization is now affiliated with the State Federation of Labor.

Several times I appeared at the State House for the Cambridge C. L. U. in behalf of Legislation sponsored by the State Federation of Labor.

I wish to extend my thanks to all local unions and individual members for their cooperation during the past year.

Fraternally yours,

HERMAN KOSTER,
Vice-President District 1.

To the Officers and Delegates to the 49th Annual Convention:

Greeting:

During the past year I have cooperated and given my assistance for the betterment of our Labor Movement in the First District. I have done everything possible that I could to forward our program for legislation as outlined by the last convention, although I was handicapped by conditions over which I have no control.

I have given assistance to many members and organizations when I have been requested to do so, and have also been active in having non-members join our trade unions.

I have always advertised and advanced the cause of our Labels whenever the opportunity was given me, and in this matter I know the results have been very good.

I have attended the meetings of the Executive Council, with the exception of one when I had a death in my immediate family. I would still recommend our regional conferences and must say that the Boston conference this year held at the Boston Central Labor Union was very well attended and of much importance.

In closing, may I still give to you my yearly advice: —We need more friends in the State Senate. Make every effort you can to do this at the next election.

Fraternally yours,

MICHAEL J. O'HARE,
Vice-President 1st District.

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

In compliance with Article V, Section 1 of the Constitution, I submit a report of my activities while serving as Vice-President of District III.

I arranged and attended the regional conference held in Haverhill which was the most successful ever held in this city. Many delegates attended from out

of town and we were fortunate in having both the President and Secretary of the Federation with us as the principal speakers.

A joint conference was also held in Lawrence under the auspices of the State Federation, the Lawrence Central Labor Union and the Workers Educational Bureau of America. This conference really consisted of three periods—the morning period presided over by Brother Fred J. Graham, Secretary of the Lawrence Central Labor Union, the lunch period where a regular round table discussion was carried on which was most enjoyable and educational, and the afternoon period that did not break up until six o'clock P. M.

There were so many brilliant speakers, about fifteen in number, that I hesitate to take space to name them. However, the fact that this conference started at ten o'clock A. M. and did not adjourn until six o'clock P. M., is sufficient proof of its success.

In Haverhill, through the Central Labor Union, we have organized several unions and have their assurance that they will affiliate with the State Federation as soon as they are financially able.

Signed:

Fraternally submitted,

H. G. BAXTER,
Vice-President, 3rd District.

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

During the past year organized labor has seen some peculiar things happen, to the detriment of some of our unions. In some instances almost whole organized crafts have been destroyed in certain localities, and new independent unions formed in their stead, sometimes with the encouragement from other unions affiliated with the A. F. of L. This is a sad reflection on organized labor, and we should lend all our efforts to keep harmony in our ranks so as to be in a position to take advantage of any opportunity that may present itself for the advancement of organized labor.

During the past year I have attended all meetings of the Executive Council and the Regional Conferences held in Brockton and Fall River, both of which were well attended and much interest was taken in the many matters that came up for discussion.

I have also attended several hearings of the Legislature.

I wish to extend my thanks for the help given me by individual members and local unions in this district.

BERNARD F. SMITH,
Vice-President District 2.

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

It is quite evident to a great many thinking men that a radical change should be made in our method of assisting the working people throughout the Commonwealth in securing for them the benefits they expect under our form of government and under the leadership of our National Administration.

From an experience gained during the last few years as a member of the Executive Council of the Federation of Labor, I fully appreciate the obstacles that are placed in the path of our secretary and his co-workers in the almost hopeless task of placing on our statute books legislation beneficial to the great mass of our people, and unless more intelligent thought is given to the personnel of our Legislature, and a concerted, state-wide effort be made to rid our Legislative halls of the reactionary special interest groups, the results will be negligible and the honest effort of men who are attempting to better conditions for the worker will be set at naught.

I most firmly believe that if our attention is concentrated on the elimination of this group of antagonistic law-makers; that if a state-wide educational campaign was conducted with the object of informing the electorate of the necessity for the election of our judges by the people; a campaign that would thoroughly familiarize people with the necessity of just workmen's compensation legislation; of an insurance system owned and controlled by the State, the cause of labor would be advanced to a greater degree than ever before and a well-informed movement built up that would greatly eliminate many of the objectionable features that retard our progress and nullify the efforts of those we expect to carry out the demand of our convention.

I believe the whole arrangement should be revamped, new methods employed and an awakening of public interest in the vital things of life. The dissemination of information by radio and other means would drive home to thousands of disinterested victims of privileged groups and by this method enlist the support of the hundreds of thousands that need our help but are unable to express their opinion and have no avenue through which to voice their objections.

Fraternally submitted,
CHARLES F. SWEENEY,
Vice-President 4th District.

To the Officers and Members of the Massachusetts State Federation of Labor in Convention assembled:

Greeting:

The past year has been one of increasing activity in the Fifth District. Commencing with the close of the annual convention, we engaged in a vigorous organizing campaign with most gratifying results.

Through the generosity of my own local union, I was granted a three months' leave of absence to head an organizing drive. In rapid succession we organized The Westinghouse with three thousand employees, The Fisk Rubber Company with fifteen hundred employees, The Diamond Match Company, with about five hundred employees, The A. G. Spaulding Company, The Perkins Machine & Gear Company, The Stevens Arms & Tool Company, The Duckworth Chain Company, The Chapman Valve Company, The Teamsters & Chauffeurs Long Haul Drivers, Pocket Book Workers and others.

We fought through two serious strikes and came out with our organizations intact and strengthened. I have appeared before the National and Regional Labor Boards in behalf of some of our new unions, and I am able to state that we secured very fair treatment from those boards.

Hundreds of new members have been added to our older unions and I can say with pleasure that Western Massachusetts has taken full advantage of the opportunities for organization. All of our new unions are still functioning and seem to promise permanent additions to the ranks of organized labor. All in all, greater Springfield has added more than eight thousand men and women to the labor movement, with hundreds more throughout the district.

For this fine showing, I am indebted to all of the business representatives of the affiliated unions, who gave their support freely and frequently during the campaign. The organization of the Fisk Rubber Company was due largely to the efforts of Brother Thomas Burns, who now serves this local union as business representative. Also Brother Kenneth Taylor, local A. F. of L. organizer has been instrumental in adding some of our new organizations.

We have had our usual unpleasant experiences in the courts of the state, and in two instances, I served as attorney-in-fact for defendant unions, with some small measure of success. I participated in some of the legislative work of the State Federation, and particularly in the presentation of House Bill 593, the Anti-Injunction Bill. Our regional meeting was well attended, and we had the privilege of profiting by a splendid Workers Educational Conference under the auspices of Brother Harry Russell.

This has certainly been a very busy year, and I am well rewarded by the fine results attained. The whole-hearted cooperation of all the officers of the affiliated local unions and the officers of the Central Labor Union has made these things possible.

Respectfully submitted,

JOHN F. GATELEE,
Vice-President 5th District,
Hampden, Hampshire, Berkshire
and Franklin Counties.

REPORT OF COMMITTEE ON POWER

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

Since the Springfield Convention your committee on Power have held four meetings. They have appeared before the Legislative Committee twice and before the recess committee on the Boston Elevated with the President and Secretary of the State Federation. We joined in voicing the sentiments of continued public control and the sale of power by the Elevated. In this we feel that we have taken part in a successful Legislative venture.

We appeared before the legislature in its past session for a number of bills where the present law was to be extended to permit the cities and towns to more easily enter into the public ownership of Public Utilities.

Your Power Committee is of the opinion that the coming State Branch Convention can well take the next step is calling for a more definite law in this State which will permit public ownership of our Gas and Electric Light Companies and we urge a continuing study by our State Branch and its Power Committee to the end that our State Branch will not be considered conservative but that we should be in the vanguard for progressive legislation as it effects Public Utilities and we do recommend that the incoming Executive Officers and Executive Board continue its interest in the sale of power issue on the Boston Elevated; the problems attached to public control of that institution; and further, that our officers enter into the whole problem of Public Ownership of our Public Utilities.

Respectfully submitted,

H. A. RUSSELL, Chairman
CHARLES B. CAMPFIELD
FRANK SMITH
JOSEPH L. MURPHY
JOHN W. HOFF

REPORT OF COMMITTEE ON LEGISLATION FOR REPEAL OF THE 18th AMENDMENT

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Resolution No. 20 approved and adopted at the last Convention called for the appointment of a committee of five (5) to prepare recommendations, approve any plan, code or legislation, dealing with the Repeal of the Eighteenth Amendment. President Moriarty in accordance with this legislation appointed the following committee:

John J. Kearney, Hotel & Restaurant Employees, Local 34, Chairman
Eva M. Rankin, Waitresses, Local 112
Michael J. Hines, Bottlers and Drivers, Local 122
Harry Russell, Engineers, Local 849
Alfred Ellis, Jr., Sheet Metal Workers, Local 17.

Your Committee met and discussed the so-called Warren Plan which was submitted to the Legislature by this Special Commission appointed by Governor Ely.

Your Committee opposed the so-called Canadian Plan for the sale of intoxicating beverages and favored a more liberal system.

Your Committee also opposed proposed legislation providing for the licensing of persons engaged as workers in the liquor industry.

The Chairman of your Committee was selected to present at public hearings our attitude upon the entire subject of liquor licenses, which was done.

The Legislature in their anxiety to perfect, enact, authorize and legalize the transportation, sale, importation and exportation of alcohol and alcoholic beverages enacted, a short time before the Repeal of the Eighteenth Amendment became effective, Chapter 376 which is now the Law of the Commonwealth. While this Act may have been hastily drawn up, it generally appeared satisfactory to your Committee. It seems to your Committee, that the Legislature now for the Session of 1934 do not propose any radical changes in the present law. There appears to be a desire to permit the present law to be given a trial. It appears to your Committee that the next Session of the Legislature will find many petitions amending the present law.

Your Committee feels that in view of these circumstances, that we mark time and that this Committee, or a similar Committee, be continued in order that the interests of our various crafts employed in the liquor industry be safeguarded.

Your Committee desires to report that throughout the Commonwealth our local unions, directly and indirectly affiliated with the liquor industry, have increased their membership and have also restored to employment many of their unemployed members.

Your Committee desires to commend President James T. Moriarty, Secretary-Treasurer, Legislative Agent, Robert J. Watt and the District Vice-Presidents for their generous cooperation, support and assistance rendered to your Committee.

Fraternally yours,

JOHN J. KEARNEY, Chairman
EVA M. RANKIN
MICHAEL J. HINES
HARRY RUSSELL
ALFRED ELLIS, Jr.

**REPORT OF COORDINATING COMMITTEE
ON THE N. R. A.**

To the Officers and Delegates to the State Federation of Labor Convention:

Your committee on complaints in connection with N. R. A. makes the following report:

This committee was appointed primarily to act as a clearing house for complaints on violation of codes and the labor provisions of the N. R. A. No complaints were registered with the committee, the organizations taking their cases direct to Regional Labor Board or to Compliance Board.

Labor's experience before the Regional Labor Board has in a large majority of cases been very profitable. At this date, July 1, 211 cases have been referred to the Board; 178 have been settled as follows: Withdrawn, 50; agreement, 90; decision, 38. These cases involved 69,090 workers. Your committee recommends that the Regional Labor Board be commended for its efforts to amicably adjust our differences and to its members who have unsparingly given of their time to this important work.

Reports received from Compliance Board are to the effect that labor is receiving full cooperation from the personnel under the direction of Edward A. Filene and P. A. O'Connell. Owing to the many interpretations of various codes by different administrations, action on complaints is slow, but in most instances favorable to labor.

In conclusion your committee recommends that we accept the purpose of the N. R. A. and we unceasingly demand from the proper authorities that which is rightfully ours.

Respectfully submitted,

LEO F. GREEN, Chairman.
RUDOLPH N. MARGINOT
HARRY JOEL
ABRAHAM PEARLSTEIN
DAN SULLIVAN
J. R. J. McDONALD
FREEMAN SALTUS
P. J. KING

UNION LABEL COMMITTEE REPORT

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

The State Union Label Committee appointed as a result of convention action at the 1932 session, respectfully submit the following report.

As in other years your committee has availed itself of the opportunity to attend every Regional Conference and in every possible way made an effort to arouse an interest among wage earners in the union label.

When the national government adopted the "Blue Eagle" as an insignia to distinguish "fair" concerns, it would seem appropriate to continue our label agitation to even a greater degree, because after all the Government is merely adopting a device which has been used by Organized Labor for many years.

The Blue Eagle implies that the Public should withhold their patronage from any firm which does not comply. In other words, the Government is recognizing the boycott which the enemies of Labor have decried as being illegal.

Under present conditions when industrial methods are constantly changing, and workers are being organized into the American Federation of Labor from industries never before organized, it is more necessary than ever, if we are to maintain wages, to demand only products bearing the union label. We should endeavor to educate the thousands of wage earners who are new and potential members of trade unions that the Union Label is the ONE POWERFUL WEAPON THAT CAN AND ALWAYS WILL PROVIDE EMPLOYMENT FOR UNION WORKERS, besides being a stabilizing force in periods such as the present.

Our members must continuously be reminded that the label means superior quality, and the house card represents the best of service, and the patronage of either represents the employment of a union worker.

Your Committee recommends that the delegates when they return to their local unions and Central Labor Unions advocate the appointment of committees who will visit the merchants and try to induce them to include in their stock a line of Union Label Goods.

Your Committee further recommends that all Central Labor Unions make an effort through their union label committees to secure an up-to-date list of union label goods which may be readily purchased in their particular city, and the name of the merchant or merchants carrying same.

Your Committee concludes this report by urging upon this convention the adoption of measures for a vigorous and militant label promotion campaign during the coming year, because we are unanimously of the opinion that the present time offers an opportunity for the promotion of Union Label Products such as has never before presented itself to the masses of Organized Workers.

Respectfully submitted,

DANIEL J. HARRINGTON, Chairman
MARTIN J. CASEY
CHARLES MORRIS
JOHN P. O'CONNELL
NATHAN SIDD

NON-PARTISAN POLITICAL COMMITTEE REPORT

To the Officers and Delegates of the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greetings:

In conformity with the action in adopting Resolution No. 14 at the 48th Annual Convention held in Springfield, Massachusetts—August, 1933, President James T. Moriarty appointed the following committee known as the Non-Partisan Political Committee: E. A. Johnson, Mary V. Murphy, Michael J. Walsh, William A. Nealey, Fred J. Graham, John J. Connolly, Michael J. Hines, Sam Donnelly and Charles Campfield.

The duties of the committee are as follows:

1. To study and report to the next convention the most effective manner in which the Labor movement of Massachusetts may conduct a Non-Partisan Political Campaign.
2. The scope of the Federation's activities in connection therewith.
3. The method of financing such plan.
4. Any and all matters that may be pertinent or incidental to the carrying out of any plan of political activities.

Before reporting and making recommendations in detail on the four subjects which they considered, they submit the following general statement as a guide to the delegates in their consideration of this subject:

Since the institution of the A. F. of L., we have been charged with a non-partisan political program. There have been slight deviations during the years from the non-partisan political program as defined by the parent body of the A. F. of L. In the main, however, the slogan adopted to "*ELECT YOUR FRIENDS AND DEFEAT YOUR ENEMIES*" has been the political sign post which labor has been guided by in its participation in political campaigns. There has never been a well defined policy or program in Massachusetts as to what constituted a non-partisan attitude. In fact, there has been a feeling amongst members of our labor organizations to be non-partisan meant affiliation with a political party that a majority of labor officials looked with favor upon or were members of themselves.

As a state organization, the Massachusetts State Federation of Labor has been concerned and identified with social and economic legislation presented in the name of the State Federation or by its many affiliated trades and unions. Consequently their activity has been directed for or against members of the legislature who voted either favorably or unfavorably on social and labor legislation. The only method employed has been to have printed a record of the votes of all legislators on legislation that affected labor either favorably or unfavorably. This system has a fault in that it only directs attention to legislators that are already in office and are seeking re-election. Therefore, little, if any, attention is paid to the new crop of candidates who are seeking public office whose previous affiliations, business

connections and general attitude as it relates to labor legislation is unknown, and the test comes only after they have been elected when it is then found in many cases that no change resulted in the defeat of the previous officeholder as against the newly elected one whose record is as bad and some times worse.

We find too that in many districts a campaign to be successful must be waged in the primaries owing to the fact to be the successful nominee of a major party in many districts is tantamount to election owing to the overwhelming strength of the political party that may prevail in the district.

Your committee believes that the most effective manner in which the Labor movement can conduct a non-partisan political campaign is first to define the title "Non-Partisan Political," which in our opinion may be properly interpreted as standing for "negation of party or faction, adherence to principle and causes for which Labor stands."

We do not believe it to be within the province of the Labor movement to dictate or endeavor to coerce its members into membership in any political party. Wage earners as members of old line parties may through these parties exercise an effective influence. Wage earners in every instance should be appealed to support friends or causes. We should resist any effort to control party affiliation.

It is necessary that labor find persons in both parties willing to support its humanitarian purposes and its pleas for justice. In this way organized labor can earn a respected standing politically, and workers identified with both parties may get more sympathetic action on proposals for labor. We believe that progress of any one group is interdependent upon progress in all other groups.

The scope of the Federation's activities in connection with a non-partisan political campaign should be and we so recommend: that the State Federation of Labor should furnish all information to central labor unions, local trade councils and local trade unions as to the record of their representatives in the Legislature and in Congress.

In sections or districts where upon investigation it is found that candidates who have unfavorable records and have no strong opposition, that it be the duty of the Labor movement in such sections or districts to select a candidate to oppose such unfriendly candidates. That the labor groups do not endorse any candidates for public office who are in opposition to the present incumbent who has a favorable labor record during his tenure in office, and that labor do endorse upon request any candidate who may have a favorable labor record. We believe that candidates desiring the endorsement of labor should make written request for such endorsement. Request to be referred to the Non-Partisan Political Committee, elected by the Labor movement, which committee shall investigate the record of the candidates; also of opposing candidates in sections or districts where the candidates are seeking nomination or

election. In return for the endorsement of labor, it should be demanded that the candidates shall acknowledge such endorsement by pledging their support and cooperation of legislation endorsed or approved by the Massachusetts State Federation of Labor.

The method of financing such a plan and to create an active campaign against unfriendly candidates and to secure the election of friendly candidates is one that has been the hardest task of all for your committee. Each year a considerable expense is incurred by the State Federation of Labor in the printing of legislative records of officeholders, which are in great demand. We feel that money spent by the State Federation of Labor should be supplemented by an additional per capita tax of two cents—one cent to be levied in January and one cent in February of each year. This would create a special Non-Partisan Political Campaign Fund of approximately \$900.00, which would constitute the nucleus of a fund that could be used effectively in certain districts where contests of major importance were being held in which candidates were involved that had been absolutely unfair, non-sympathetic and unfriendly to the aims and aspirations of labor.

In conclusion we quote in part from the history embracing the political policy of the A. F. of L. "In the political efforts, arising from the workers' necessity to secure legislation covering those conditions and provisions of life not subject to collective bargaining with employers, organized labor has followed two methods; one by organizing political parties, the other by the determination to place in public office representatives from their ranks; to elect those who favor and champion the legislation desired and to defeat those whose policy is opposed to labor's legislative demands, regardless of partisan politics. The rules and regulations of trade unionism should not be extended so that the action of a majority could force a minority to vote for or give financial support to any political candidate or party to whom they are opposed. The vital legislation now required can be more readily secured through education of the public mind and the appeal to its conscience supplemented by energetic independent political activity on the part of trade unionists, than by any other method. This is and will continue to be the political policy of the A. F. of L. if the lessons which labor has learned in the bitter but practical school of experience are to be respected and applied. It is, therefore, most essential that the officers of the A. F. of L., the officers of the affiliated organizations, state federations and central labor bodies and the entire membership of the trade union movement should give the most vigorous application possible to the political policy of the A. F. of L., so that labor's friends and opponents may be more widely known, and the legislation most required readily secured. This phase of our movement is still in its infancy. It should be continued and developed to its logical conclusion."

E. A. JOHNSON, Chairman
FRED J. GRAHAM
C. B. CAMPFIELD
MARY V. MURPHY
MICHAEL J. HINES

REPORT OF DELEGATE TO THE FIFTY-THIRD ANNUAL CONVENTION OF THE AMERICAN FEDERATION OF LABOR

As your delegate to the Fifty-Third Annual Convention of the American Federation of Labor, held in Washington, D. C., October 2nd to 13th, 1933, I submit to the delegates to this convention the following report.

"During the opening days the delegates listened to a number of addresses of an unusually high order. Secretary of Labor, Miss Frances Perkins, discussed a program of ten points which were drafted at a conference of representatives of International Unions, and reported the formation of a new division in the U. S. Department of Labor to be known as the division of Labor Service and Standards.

Reverend Francis J. Haas, Director of the National Catholic School of Social Service received a real ovation when he addressed the delegates and urged the complete unionization of the wage earners in unions wholly independent, and supported entirely by the workers themselves.

Senator Robert F. Wagner, and General Hugh S. Johnson both spoke at length and dealt with the problems of the National Recovery Act as they affected the workers in America.

Spencer Miller, Jr. was another of the interesting speakers at the convention. He pointed out that Labor was faced with new and tremendous responsibilities which were continually being enlarged under the changing economic situation.

Many other notable speakers addressed the delegates on important matters which were much too long to recount in this report.

In accordance with the action of our last convention, I presented a resolution urging national legislation prohibiting the employment of women and minors after 6 P. M. After some discussion the Committee on Resolutions submitted a substitute recommending the elimination of night work for women and minors whenever and wherever practicable.

Resolution 27 presented by your delegate, opposing the introduction of "speed up" and efficiency systems, was substituted by the committee with a recommendation for shorter hours.

Resolution 25 calling for the establishment of "probational unions" where special situations and conditions made the definition of jurisdictions difficult, was defeated after a great deal of discussion. Your delegate presented this resolution in the belief that until such time as a "strategy board" had worked out plans and policies to meet the needs of a new day, something had to be done. However, it is quite apparent that the suggestion contained in the resolution did not meet with the wishes of the majority of delegates.

The National Recovery Act was dealt with quite extensively by the delegates to the convention, and although there were some criticisms of certain administrative functions, the act—as a whole—received the solid support of the delegates.

Labor's right to representation on all boards and committees of the N. R. A. was another matter given considerable thought by the delegates. Three resolutions were approved with the declaration that wage earners ought to insist upon their right to choose representatives in every part of the recovery machinery and in the drafting of codes.

The Convention adopted resolutions under which the Thirty-Hour Week would become the major immediate goal of the Federation, and the Executive Council were requested to introduce in Congress a bill providing for a Compulsory Thirty-Hour Week.

Another effort was made by the officials of the United Mine Workers to enlarge the Executive Council so that it would consist of twenty-five Vice-Presidents instead of eight as at present. Debate on this proposal was at times quite bitter and it was finally defeated by a two to one vote.

In accordance with the tradition of the A. F. of L. the Non-Partisan Political Policy was continued with no changes and no opposition.

In the field of National legislation, the convention besides advocating the thirty-hour week, approved a program of legislation for the protection of federal employees including a demand for the restoration of all salary cuts.

During the convention the delegates representing the various State Federations of Labor met on several occasions and discussed ways and means to secure the ratification of the Federal Child Labor Amendment, Old Age Pensions, State Legislation to support the Recovery Act, improved Workmen's Compensation Laws and other legislative matters.

Another subject of considerable interest and given a great deal of attention by the delegates was the recommendations of the Executive Council dealing with the question of Hitlerism, and proposing a boycott of German goods and services. After a great deal of debate, which on this issue was most dramatic, the convention approved the report of the Executive Council.

During the first week of the convention a beautiful monument of marble and bronze was unveiled to the memory of the late President Gompers. President Franklin D. Roosevelt delivered the dedicatory address in which he paid tribute to Samuel Gompers whom he knew well and with whom he had worked for many years in the advancement of social and labor measures.

One of the notable events in the closing days of the convention was the announcement of the affiliation of

the Amalgamated Clothing Workers with the American Federation of Labor after an agreement had been reached between that body and the United Garment Workers.

There were 597 delegates in attendance, and the report showed a membership of approximately 4,000,000—a gain of a million during the four months preceding the convention.

Although the convention took place during serious and critical times for everyone, it was apparent that the Labor Movement fully appreciated its new duties and responsibilities.

Because of the length of time elapsing since my attendance at the Federation of Labor Convention at Washington and the submission of this report, it would not be of general interest to the delegates to give an account of all the actions of the convention. I have confined myself to reporting the outstanding events as they impressed your delegate, and which will be of interest, as a matter of record, in years to come.

Again it is my good fortune to include in this report that I was transported to and from Washington by President Moriarty who attended the convention as a delegate representing his own International Union. President Moriarty not only provided transportation but he gave freely of his time in counseling and advising your delegate on matters concerning your interests.

In conclusion I desire to express my sincere appreciation for being privileged to represent the Massachusetts State Federation of Labor at this convention. I feel that it provided me with an opportunity to grasp more intelligently the problems as they affect wage earners in Massachusetts. For this opportunity I am grateful, and hope that because of it I have been able to render more intelligent service for the cause in which we all are interested.

Respectfully submitted,

ROBERT J. WATT.

LEGISLATIVE AGENT'S REPORT

To the Officers and Delegates to the 49th Annual Convention of the Massachusetts State Federation of Labor:

Greeting:

The 1934 Massachusetts Legislature and the 148th General Court of Massachusetts prorogued after an all-night session at 4.15 on the morning of June 30th, 1934.

During the session 338 Acts and 44 Resolves received executive approval, and 15 Acts and 6 Resolves were returned by the Governor with his objections thereto in writing. Upon 12 of these Acts the Governor was

sustained by the General Court. His Excellency withheld his approval from 3 Acts and 2 Resolves which have become laws by virtue of Chapter 1, Section 1, Article 2 of the Constitution of the Commonwealth.

This report contains a summary of important labor legislation enacted into law, also a report on those measures supported by the Federation and defeated. Among the bills most important to Labor which were enacted and signed by the Governor was one to prohibit injunctions in labor disputes unless Labor is given an opportunity to be heard. A mandatory Minimum Wage Law was passed taking the place of the old law which has not worked well for several years. Continuation of the Commission on Interstate Compacts was approved by the Legislature, and legislation was passed establishing a division of occupational hygiene in the Department of Labor and Industries.

Several recess commissions will sit during the year to consider problems affecting the rights of wage earners. One of them will investigate what is happening to the elderly worker in industry, and another commission will study the most practical form of unemployment insurance or reserves for Massachusetts to enact.

Among the outstanding bills favored by Labor and which went down to defeat were those to ratify the Child Labor Amendment and to increase the school age to 16 years.

Although many of our bills designed to correct the abuses in the Workmen's Compensation Act passed the House, nearly all of them were defeated when they reached the Senate. In that chamber it is almost impossible to enact legislation in any form which would take away the privileges the insurance interests now enjoy to exploit the misery of the workers in a legalized way.

When one considers the problems of the State Federation during the past year, the unemployment of a large number of our members and the general conditions faced by our organizations, and when despite these obstacles we are able to report that the Federation has more than held its own, we have a right to feel proud. In fact, a careful reading of the Officers' Report will convince the delegates that our organization is in a better condition than it has been for many years.

I realize that this record would have been impossible without the whole-hearted cooperation, loyalty and active interest of our local unions, central bodies, their officials and the membership at large, and I am anxious that the delegates here representing the different units take back to their organizations my sincere appreciation of the cooperation that has invariably been given me by all those with whom I have come in contact.

It would be impossible even to briefly enumerate all the activities participated in during the past year, but I think it is only fair to report that no Central

Labor Union, local union, or member whether affiliated with the State Federation or not has requested service in any form which they have not received to the best of our ability.

Hundreds of requests for assistance in securing representatives to plead the cases of our members before the Regional Labor Board and other tribunals have been received and complied with. Speakers for organizing meetings have been requested from all over New England, and at this time I want to thank Charles Campfield, Harry A. Russell, Leo F. Greene, Charles D. Keaveney, John Connolly, Wm. F. Dwyer and E. A. Johnson who were willing at all times, regardless of distance, to lend a helping hand to those groups of workers seeking organization. Without the voluntary services of such a group the work of the State Federation would have been considerably restricted.

If we can continue the fullests measure of teamwork and subordinate craft advantage and personal ambition in our efforts to organize, the National Recovery Act will prove a blessing to the wage earners. There never before was a time when it was more necessary to submerge trivial differences and to build for the future on a solid foundation of fundamental action.

The past year has been one of the most important in the history of the State Federation. Although Federal legislation undoubtedly brought a measure of relief to thousands of wage earners there are still thousands unemployed in our State and suffering is rampant among the workers. The worst cases of deprivation have been somewhat assisted by programs of made work and direct relief through such groups as the C.W.A., P.W.A., and E.R.A.; but the largest burden of caring for the unfortunate has come from the meager pay envelopes of the employed workers who in many cases have suffered reductions through shortened periods of employment. All of this, as has been pointed out over and over again by the Labor Movement, just means that we cannot continue as a nation to glorify mass production and at the same time forget the standards of living which provide the opportunity to balance the increased productivity.

As viewed from the standpoint of the wage earners we must, despite the Tories, continue to advocate Federal relief and taxation to provide the funds for such relief; the taxation by direct levy upon concentrated wealth.

During the past twelve months the calls upon the office from every part of the State have been multiplied, and it is with a genuine feeling of satisfaction I record the fact that in every instance every effort was made to render service.

In submitting this report I shall not try to cover all of the activities of the Federation, rather I will try to give an account of my stewardship during the past year by giving an outline of the work done and comment on those legislative matters upon which the State Federation has taken action.

BILLS FAVORED BY LABOR AND ENACTED INTO LAW

HOUSE 1658: By Representative Pratt of Saugus.
An Act Relative to the Issuance of Restraining Orders in Cases Involving or Growing Out of Labor Disputes.

Passed the House June 29; passed the Senate June 29; signed by the Governor June 30. Chapter 381.

Although the measure enacted is not as comprehensive as the injunction legislation sponsored by the State Federation, the new act definitely prevents the granting of ex parte injunctions and restraining orders in labor disputes.

The Federation was fortunate in securing the voluntary services of Attorneys George Roewer and Henry Wise, who worked in conjunction with Representative Nelson Pratt, the latter filing the bill, and all are deserving of our thanks for the time and effort they spent in the successful campaign for the enactment of this legislation.

It is only fair to state further that Representative Horace T. Cahill and Senator J. Bradford Davis spent some time with all the parties concerned and were extremely helpful in effecting an agreement.

The Act which was favorably reported by the Committee on Judiciary provides in brief that the courts must not grant preliminary injunctions or temporary restraining orders without notice to the other party in the action, except that temporary restraining orders may be granted if it clearly appears "from specific facts, shown by affidavit or the verified bill that immediate and irreparable loss or damage will result before the matter can be heard on notice;" and even in such cases when they arise from labor disputes advance notice of the hearing on the application for said order must be given in writing in advance to the other party. The bill also provides for ample notice for further proceedings in the matter and for methods of modifying or dissolving the temporary order if such action seems wise.

The passage of this law is the result of many years of effort on the part of the Massachusetts State Federation of Labor and this report would not be complete without acknowledging the help given by Vice-President John F. Gatelee, who argued the bill before the Committee on Judiciary on February 5, and has worked untiringly for its passage since that time.

House 1588: An Act to Set Up a Special Commission to Investigate Relative to Discrimination in Industry Against Middle-Aged and Elderly Persons.

Passed the House June 8; passed the Senate June 19; signed by the Governor June 25. Chapter 39—(Resolve).

A Special Commission consisting of one Senator, three Representatives and three persons to be designated by the Governor, is provided for by the enactment of this legislation.

The bill requests that such Commission be furnished quarters in the State House and that they investigate the causes of the tendency of discrimination by industry and business against persons who have reached a certain age in early middle life.

The Massachusetts State Federation of Labor presented House Bill 784, and we were successful in focusing the public mind on the growing evil to the extent that the General Court enacted this legislation.

I hope that this convention, particularly the younger men and women, will speak with force and determination and follow this Commission's report with such action that the managers of industry and the "insurance interests" will know that we do not propose to let them get away with their human scrap heap policy.

We ought to let our elder brothers and sisters who blazed the paths for us, and who feel the years creeping upon them, know that here in the Trade Union Movement are men and women who with confidence will fight their cause and win.

House 239: By Representative Carney of New Bedford.

An Act Providing that Extra Compensation Be Paid to Minors when Illegally Employed.

Passed the House May 17; passed the Senate May 25; signed by the Governor June 13, (Chapter 292).

This bill, petitioned for by the State Federation for several years, was finally enacted into law only after Senator Chase had amended it so that the violation on the part of the employer would have to be intentional.

Although the addition of the word "intentionally" weakens the law considerably, it is a decided improvement and ought to have a tendency to prevent serious injuries in the lives of employed children.

Representative Leo Carney of New Bedford helped greatly in both House and Senate to have it enacted.

House 1612: Resolve Providing for an Investigation and Study by a Special Commission Relative to Unemployment Insurance, Reserves and Benefits.

Passed in House June 19; passed in Senate June 21; signed by the Governor on June 27. (Chapter 42. Resolve.)

Many bills dealing with unemployment insurance and reserves, including the final report of the Governor's Special Commission, were heard and acted upon at this session of the General Court.

As a result of the discussion a resolve was passed providing for a special commission to consist of one Senator, three Representatives, and three persons to be chosen by the Governor. This commission is authorized to continue the investigation and study of unemployment insurance and reserves, and requested to report on or before December 1st, 1934.

Recognizing that unemployment insurance or reserves to be most effective should come by Federal

enactment, your Executive Council was hopeful that the Wagner-Lewis bill would be enacted by the U. S. Congress. If it had passed, the "interstate competition" argument of our opponents would obviously be removed.

Only one state has passed legislation dealing with this problem. Wisconsin having enacted a law which took effect August 1, 1934. Under that law all employers having ten or more employees for a total of eighteen or more weeks in 1933 are subject to the Act. The monthly contributions of two per cent of total pay rolls are payable to the State Treasurer, who is authorized to keep separate accounts for each contributor.

This law is similar in many respects to that proposed by the Governor's Commission on the Stabilization of Employment, and in almost every instance opposed by Labor because of its reserve provisions which penalize industries that are seasonal.

I recommend that the Executive Council be given power to petition at the next session of the Great and General Court for legislation providing for a State-pooled Unemployment Insurance system which may be either contributory or non-contributory.

This action seems to me necessary in the event the Federation cannot agree with the report of the special commission which reports on December 1st.

House 1350: Report of Special Commission.

An Act Establishing a Division of Occupational Hygiene in the Department of Labor and Industries.

Passed the House June 7; passed the Senate June 19; signed by the Governor June 25. (Chapter 331.)

The delegates will recall that as a result of the passage of House 1442 in 1933, which was strenuously advocated by the State Federation and the Consumer's League because a deplorable situation had arisen in the City of Taunton, a special Industrial Disease Commission was appointed.

The most important part of the Commission's report (that of providing for a Division of Occupational Hygiene in the Department of Labor and Industries) was enacted into law.

The rapidly increasing cost of occupational diseases, and the denial of compensation insurance to workers engaged in certain industries finally made itself evident to the Legislature, bringing the favorable response to our request for preventive action.

Much important work can be done for the protection of the workers' health by this Division if the proper cooperation can be secured between the new division and the Department of Industrial Accidents.

House 1325: Report of Commission on Interstate Compacts Establishing Fair Minimum Wage Standards for Women and Minors, with Provision for the Imposition of Penalties for the Violation Thereof.

Passed the Senate May 10; passed the House June 7; signed by the Governor June 13. (Chapter 308).

Enactment of this measure brings to an end the long fight of the State Federation of Labor and other social groups to have mandatory minimum wage legislation enacted into law.

This legislation was recommended by the Massachusetts Commission on Interstate Compacts, headed by Senator Henry Parkman of Boston who worked hard for its success. The enactment places Massachusetts in alignment with Connecticut, New Hampshire, New York, New Jersey, Illinois and Ohio, which states passed similar legislation last year.

This new law becomes effective in 90 days from the time of signing, and in the event an employer refuses to comply with a mandatory wage order he will be subject to a fine of from \$50. to \$200. or a sentence of from 10 to 90 days in jail or both, for each week or part of a week during which he pays each employee less than the prescribed minimum wage.

Before the enactment of this legislation the so-called minimum wage law in effect for 22 years in Massachusetts was without enforcement teeth. For those employers who chose to completely ignore the decrees, the only penalty was publication of their names in newspaper advertisements, and many newspapers refused to carry such advertisements.

Under the old law, the cost of living was the sole test of a fair wage, while under the new law just enacted Massachusetts has defined a fair wage as one which is fairly and reasonably commensurate with the value of the service, or the class of service rendered.

The Commissioner of Labor and Industries is now empowered to investigate wages paid women and minors in any occupation, and he is compelled to make such an investigation when a petition is received from 50 or more residents.

If such an investigation proves that a substantial number are being paid an oppressive wage it becomes his duty to appoint a wage board to make a study and set up minimum wage scales.

The wage boards under the law are to be composed of an equal number of representatives of employers, employees, and disinterested persons whose reports will form the basis for the minimum wage orders to be promulgated by the Commissioner.

House 1325: Report of Commission on Interstate Compacts Recommending That Authority be Extended to Include Additional States.

Passed the House June 4; passed the Senate June 8; signed by the Governor June 13. Chapter 25, Resolve.

This is another measure enacted into law which was part of the report of the Commission on Interstate Compacts and favored by the Massachusetts Federation of Labor.

Its enactment gives to the Commission authority to negotiate for uniform legislation with a similar commission from any other state in the union.

Under last year's legislation creating the commission, they were authorized to deal only with the New England States and with New York, Pennsylvania and New Jersey.

House 1641: An Act Ratifying an Interstate Compact for Establishing Uniform Standards for Conditions of Employment Particularly with Regard to the Minimum Wage in States Ratifying the Same.

Passed the House June 29; passed the Senate June 29; signed by the Governor June 30. Chapter 383.

Interstate Commissions having been appointed by the Governors of Massachusetts, Connecticut, New York, Maine, New Hampshire and Pennsylvania, and having agreed upon a form of interstate compact dealing with minimum wages, this legislation was proposed and enacted into law at the request of the Massachusetts Commission.

It provides that the Governor of each state shall give notice of ratification to the Governors of each of the other signatory states and to the President of the United States as soon as practicable after approval.

House 720: By Representative Jones of Peabody.

An Act to Insure More Prompt Payment of Compensation Due to Employees Injured in Industrial Accidents.

Passed the House May 3; passed the Senate May 8; signed by the Governor May 31. Chapter 252.

For many years questions have arisen in cases of injured employees regarding who is the insurer to be held liable.

This amendment to the Workmen's Compensation law provides that if one or more insurers may be held liable to pay compensation for a claim for injury, and said insurers cannot agree, the injured employee will be entitled to an immediate hearing to determine the question of liability.

Representative Jones of Peabody worked hard to secure the passage of this beneficial legislation.

House 494: By Representative Higgins of Boston.

An Act for Legislation to Require Proper Heating of Factories and Other Establishments During the Winter Months.

Passed the House May 2; passed the Senate May 23; signed by the Governor May 31. Chapter 255.

This legislation provided that every factory, workshop, manufacturing, mechanical and mercantile establishment shall be well lighted, well ventilated and kept clean and free from unsanitary conditions, and shall be properly heated during the winter months, according to reasonable rules and regulations adopted by the department with reference thereto.

House 1410: By Representative Adolph Johnson of Brockton (Amended).

An Act Regulating the Employment of Armed Guards In Connection with Strikes, Lock-outs and Other Labor Troubles.

Passed the House April 18; passed the Senate May 11; signed by the Governor on May 23rd. Chapter 233.

Although this bill as passed was amended considerably by the Senate it will be helpful in eliminating the use of hired thugs in labor disputes. It provides that no person during a labor dispute shall employ or procure for the protection of employees anyone except watchmen regularly employed or regular police officers. Such officers or persons must have been licensed at least two months prior to the commencement of such labor trouble, and must be citizens of Massachusetts.

The new law provides as a penalty for violation a fine of not more than five hundred dollars or by imprisonment for not more than six months, or both.

House 340: Bill Relative to the Registration of Barbers and Regulating the Practice of Barbering.

Passed the House May 2; passed the Senate May 10; signed by the Governor May 31. Chapter 260.

The legislation contained in House 340 was sponsored by the Board of Registration of Barbers and was approved by the Organized Journeymen Barbers and the Master Barbers' Association.

It contains many perfecting amendments which the Board found necessary as a result of administering the law during the past two years, and it is hoped that its enactment will be helpful to all those engaged in the barbering business.

House 392: Bill Relative to the Appointment of Investigators by the Board of Registration of Barbers and Defining their Duties.

Passed the House May 24; passed the Senate June 7; signed by the Governor June 13. Chapter 299.

This legislation calls for the appointment of investigators by the Board of Registration of Barbers who must be citizens of the Commonwealth and who have had at least five years' practical experience as barbers.

The past two years has amply demonstrated the need for this legislation and the ability of the present set-up and the revenue to meet the new requirements.

The organized barbers, both journeymen and masters, are deserving of credit for the splendid arguments they presented at all of the hearings on this and other measures dealing with their occupation.

House 1265: By Representative Carney of New Bedford.

An Act Limiting and Regulating the Attachment of Wages.

Passed the House February 15; Passed the Senate February 27; signed by the Governor March 9. Chapter 74.

For a period of two years, if wages for personal labor and services of a defendant are attached by trustee process on a claim for necessaries furnished to him or his family, an amount not exceeding fifteen dollars shall be reserved in the hands of the trustee and shall be exempt from such attachment.

Although only effective for a period of two years, this legislation will be helpful to a large number of workers.

House 1328: Bill Authorizing the Imposition of Fees in Certain Rules and Regulations of the Department of Labor and Industries.

Passed the House March 14; passed the Senate March 28; signed by the Governor April 6. Chapter 132.

This legislation amends Section 6, Chapter 149 of the General Laws, and directs the Department of

Labor to investigate from time to time employment and places of employment to determine what suitable safety devices or other reasonable requirements for the prevention of accidents shall be adopted or followed.

The Department is further authorized and required to make reasonable fees a part of the rules and regulations pertaining to structural painting.

House 196: By Representative Flavin of Quincy.

Resolve Memorializing Congress in Favor of Proper Consideration for the Use of Granite in Federal Construction Projects.

Passed the House January 25; passed the Senate February 1.

It was felt by both employer and employee groups in the granite industry that unemployment in the stone industry was being needlessly aggravated by the use of machine fabricated Indiana limestone in the erection of Federal construction projects.

Although this is merely a gesture, the group interested felt that the adoption of this resolve would prove helpful.

House 1553: Resolve Requiring the Department of Labor And Industries to Further Regulate the Granite Industry.

Passed the House June 6; passed the Senate June 20; signed by the Governor June 29. Chapter 44, Resolve.

This bill provides that the Department of Labor and Industries shall investigate employment and places of employment in the granite industry in the Commonwealth, to determine what suitable safety devices or other reasonable means or requirements for the prevention of accidents shall be adopted or followed in any or all such employments or places of employment; and also to determine what suitable devices or other reasonable means or requirements for the

prevention of industrial or occupational diseases in said industry shall be adopted.

The bill further provides that the Department shall make reasonable rules, regulations and orders applicable either to employer or employees, or both, in said industry for the prevention of accidents and the prevention of industrial or occupational diseases herein.

BILLS OPPOSED BY LABOR AND KILLED

A large number of bills destructively amending the Workmen's Compensation Act, and hostile to the interests of wage earners generally were introduced again this year. The Associated Industries, as in other years, were the sponsors in most instances, but they usually secured the assistance of the Knights of Labor and some of the neighboring Chambers of Commerce.

They were all opposed by the State Federation and its affiliated unions, and we were successful in defeating them all either in committee or on the floor of the House.

The following is a summary of only the more important bills and results. There were so many that a mere listing would take several pages. For this reason I have made no effort in compiling the report to summarize other than a few important measures.

**Senate 18: By Senator Langone, Jr., of Boston.
An Act Abolishing the Board of Registration of Barbers.**

Given "leave to withdraw" in the Senate on April 2, accepted in the House on April 4.

In 1931 when legislation setting up this board was enacted into law, Senator Donald W. Nicholson was successful in excluding his district. Since then he has been making a continuous effort to convince everyone in other parts of the State that this law ought to be repealed.

This year the bill was filed by Senator Langone, Jr., who did not even appear at the hearing on his own petition. A large number of Barbers' Locals were recorded in opposition and the Committee on State Administration gave it "leave to withdraw."

**House 551: By Representative Bigelow of Brookline.
An Act Declaring that the Resolution on the Child Labor Amendment was No Longer Pending Before the General Court.**

Given "leave to withdraw" in the House on February 16; report accepted in Senate on March 1.

Herbert Parker aided by a large group of bourgeois with ample incomes who never brought a child within sight of a factory or sweat shop, mobilized to destroy any chances the people might have to even propose ratification in Massachusetts. They glossed over their real purpose in presenting this bill by talking loud and long about State Rights, and completely forgot that many of the same group had just finished a successful

argument for the repeal of the Volstead Law and had opposed state prohibition of liquor.

This bill, along with others dealing with the Child Labor Amendment, was given "leave to withdraw" and the adverse report was accepted by both branches without a roll call vote.

House 717: By Representative Tarbell of Lincoln.

An Act Relative to Jurisdiction of the Superior Court Under the Laws Relating to Compensation to Employees Injured in Industrial Accidents.

Given "leave to withdraw" in House February 13; report accepted in Senate on February 19.

This suggested amendment would have provided that the Superior Court could set aside any order or decision of the Industrial Accident Board where the findings of fact are, in the opinion of the court, contrary to the weight of the evidence.

The policy of those sponsoring this bill and others of the same character is to make it as difficult and expensive as possible for the injured worker, who usually is not in a position to wait for court decisions.

The enactment of this bill would have provided a wealth of opportunity to stall and starve the injured wage earner into submission.

House 723: By Representative Tarbell of Lincoln.

An Act Relative to the Payment of Compensation to Employees Injured in Industrial Accidents.

Given "leave to withdraw" in House on March 29; accepted in Senate on April 2. This was another recommendation of the Associated Industries and fortunately was defeated along with the other pernicious bills sponsored by them.

Most doctors are agreed on the fact that every man and women over 30 years of age has some infirmity. In the event an injured worker did not recover as quickly as the insurance companies expected him to, they suggest that something is wrong and request the Board to apportion the amounts to be paid by all concerned in accordance with the duration of employment.

What they are really trying to do is to make it extremely difficult for the worker to collect compensation, and I urge the affiliated Central Labor Unions and local unions to vigorously oppose all such legislation.

House 724: By Representative Tarbell of Lincoln.

An Act to Define "Incapacity" Under the Workmen's Compensation Act.

Given "leave to withdraw" in the House on March 29; accepted in the Senate on April 2.

This is a bill which ought to make the sponsors blush with shame. If enacted into law so much confusion would exist that it would be better to scrap the

Act. If the Associated Industries were allowed to define "incapacity" and deduct from the injuries the results of a pre-existing disease, every case of any size would be dragged through the courts. The insurer would always claim that some pre-existing disease played a part in the injury and was retarding recovery.

What they are really trying to do is break down a long line of Supreme Court decisions ruling that the insurance company takes a person as he is, and if a pre-existing disease is aggravated they must pay for the entire incapacity. The passage of this bill would mean confusion, litigation, and eventually the destruction of the Act.

BILLS FAVORED BY LABOR AND DEFEATED

Senate 1: (Governor's Address)

Recommending That the Department of Industrial Accidents be Transferred to the Department of Labor and Industries.

Given "no legislation necessary" in House on February 19; report accepted in Senate on February 26.

Governor Ely recommended the coordination of the two departments and expressed the opinion that very valuable statistical data could be gathered through the machinery of the Department of Labor to regulate the protection of employees against industrial diseases. He pointed out that it seemed quite possible to greatly lessen the costs by a closer coordination of the two departments; and what in his opinion was still more important, the suggested amalgamation would have tended to lessen the misery and suffering incident to industrial accidents and disease.

The members of the Industrial Accident Board vigorously opposed this proposal, and although it was supported by those interested in industrial hazards, the bill did not get a favorable report.

House 236: By Representative Woekel of Methuen.

An Act Establishing a State Fund for Compensation to Employees Injured in Industrial Accidents.

Given "leave to withdraw" in Senate March 21; report accepted in House on March 26.

This bill, as has been usual for many years, met with bitter opposition from the insurance interests. Although it was a House Bill it was sent into the Senate by the Committee on Judiciary, where I assume they felt they had a better chance to kill it than in the House.

Senators White and Finnegan made a splendid fight in the Senate but were only successful in securing eleven votes on a roll call as against 21 for the opposition which was led by Senator Davis of Haverhill and Senator Hurley of Holyoke.

The necessity for State owned and operated Workmen's Compensation insurance funds for the adequate protection of men and women killed and injured in industry was never more necessary than now. It is apparent that the Associated Industries by their actions must give heed to the insurance companies because the past few years have witnessed the slow, deliberate and sure driving out of business of some of the best and oldest industries in Massachusetts, and as far as the Associated Industries are concerned they have either stood idly by or helped the "interests" to do the "job".

Just as long as this business is operated by an insurance racket, wage earners will continue to be defrauded out of the modest sums which society declares they are entitled to receive for having their bodies mutilated. Workers will continue to die because the State Senators and Representatives, or a majority of them, are more concerned with a "device" to defraud working men and women than they are to protect the rights of workers under the law.

Insurance companies will continue to bleed the workers, employers will continue to refuse to install protective devices to safeguard their employees, and the workers will continue to suffer until the State takes over the fund.

Although I realize that the task of enacting this legislation is tremendous with the present make-up of legislators, I am of the opinion that we should carry on in our efforts to take the profit out of Workmen's Compensation.

House 643: By Representative McFarland of Boston.
An Act for Amendment of the Law Relative to Employment of Minors.

Given "leave to withdraw" in House on May 25; report accepted in Senate on May 29.

While Massachusetts prohibits the employment of children under sixteen years of age upon or in connection with dangerous machinery, children seventeen and eighteen years of age are lawfully permitted to do such work. Seven states have prohibited the employment of minors under eighteen on outside erection or the repair of electrical wires, on machinery used in generating electricity, and on machinery operated by electricity. The enactment of this legislation in other states is mostly due to the fact that the Industrial Accident Boards in those states have analyzed their industrial experiences and found an increasing number of serious injuries among minors. As a result, they have advocated the legislation contained in House 643.

It will be of interest to the delegates attending this convention to know that a recent survey in Massachusetts shows that in the eleven years 1920-1931, forty-seven children of 14 years of age and under 15 received serious injuries, and 97 children during the same period—15 years of age and under 16 were injured. The total number of children 16 and under

17 receiving permanent injuries was 312, while those 17 and under 18 number 369.

House Bill 643 sought to prohibit the employment of children in hazardous occupations not only to protect the children but because there is no justification whatever to employ children with millions of adults unable to find employment.

The Committee on Public Welfare who heard the bill apparently saw no reason for its enactment. However, I hope that we shall continue to strenuously advocate the passage of this legislation.

House 308: By Representative Larson of Everett.

An Act to Increase the Age Limit for Compulsory School Attendance to Minors to Sixteen.

Given "next annual session" in House April 2; accepted in the Senate April 5.

The Massachusetts State Federation of Labor for many years has been advocating the passage of this legislation, but seems to fail every year when opposed by those whose only desire is to exploit the children of the State.

At the hearing on the Child Labor Amendment early in the year all the opponents, without exception, emphasized the fact that they would be glad to support state legislation instead of a federal amendment. The representatives of the organizations sponsoring the amendment immediately sent them a courteous invitation to attend the hearing on the school age bill which would do exactly what they at least professed they wanted done.

Although it was not surprising, it is well to report that none of them appeared at the hearing to favor the measure, but several did write to the committee pointing out that although they favored state legislation they could not favor this bill because the language was not to their liking.

I am quite convinced that the opponents of this measure, without exception, are all members of the old gang who will continue to openly and subtly oppose any and all measures which would deprive them of continuing opportunities to live on the sweat of the children of others.

I recommend that the Federation continue to urge the extension of educational opportunities to children, and remove them from competitive industry, providing opportunities for their fathers and mothers who under ordinary circumstances would have to receive a higher wage.

Rudolph Marginot representing the Educational committee of the Boston C. L. U. was extremely helpful in securing data, and otherwise made every effort in behalf of this legislation.

House 257: By Representative Carney of New Bedford.

An Act Providing for Amendment of the Law Relative to Hours of Labor of Women and Children in Manufacturing Industries.

Given "leave to withdraw" in House May 10; Report accepted in Senate May 15.

The general purpose of this legislation was to correct discrepancies in the existing law and to furnish protection to women employees who are now excluded from its provisions.

Although this seemed to the representatives of labor a particularly opportune time to restrict the hours of labor for women, the members of the House and Senate did not agree with us.

A great deal of confusion exists because our present law only restricts the hours of labor to women who are "employed in laboring." An office employee using a typewriter incessantly for nine hours a day has no protection under the law if she is under twenty-one years of age. Such an employee may lawfully work ten hours in one day and not more than fifty-four hours in a week.

I recommend that the State Federation continue to support this legislation.

House 595: By Representative McFarland of Boston.

An Act Providing for Amendment of the Laws Relating to Ventilation of Factories, Workshops, and Garages.

Given Favorable Report by Labor and Industries, accepted in House March 29; given "next annual session" in Senate on April 3rd.

Places of employment not directly covered by the definitions of industrial establishment as outlined in Section 1, Chapter 149 of the General Laws set up a difficulty in the work of protecting the health of employees.

This proposed law would have brought relief to many wage earners employed in garages where factories are set up and not covered by the present law. The number of accidents and reported injuries from garages in the case of carbon monoxide gas was thirty for 1932, and two of these were fatal. That number of injuries does not give the whole picture because nausea and headache frequently affect employees who remain at work while suffering from the inhalation of carbon monoxide gas, and such cases are not reported as injuries arising out of and during the course of employment.

We were successful in getting a favorable report from the committee and Representative McFarland steered the bill successfully through the House. After getting two readings in the Senate, Senator Donald

Nicholson for some reason or other best known to himself, moved that it be given "next annual session" and the oracles comprising the majority of the Massachusetts Senate agreed.

This legislation would bring relief to large numbers of men now working in makeshift factories and garages, and should continue to receive our support.

House 1166: By Representative Meehan of Lawrence.

An Act Providing for Legislation to Prohibit State Printing at State and County Institutions.

Given "next annual session" House March 22; Bill substituted March 26; rejected in Senate on May 10.

Representative Lawrence McHugh and Representatives Eddie Kelley and Michael Jordan led the successful fight in the House for this legislation, where we were successful on a roll call vote. Senators Meehan and Haley supported the bill in the Senate where it was lost on a rising vote of 14 to 8.

Daniel J. McDonald, Leo Greene, Joseph Dart, Anthony De Andrade and John Connolly representing the Allied Printing Trades made every effort in both the House and Senate to pass this legislation, but found the Senate too great a hurdle.

House 910: By Representative Baldwin of Lynn.

An Act Providing for Legislation Relative to the Marking of Printing Done in the State Prison and Other Penal Institutions.

Given "next annual session" in House March 26; report accepted in the Senate on April 23.

Although the Lynn Typographical Union sponsored this measure and the members of the organization did a great deal of work in behalf of the bill, it did not pass the House successfully.

House 719: By Representative Grant of Fall River.

An Act Providing That the Installation of Pick Clocks Be Required On Looms in Textile Factories.

Given "next annual session" April 27; substituted in the House April 30; rejected in the Senate May 8.

This legislation was sponsored by the Weavers' Union of Fall River and sought, for the purpose of guaranteeing accuracy in determining wages due to weavers working on a piece system, the installation of pick clocks. Senator Chase and Senator Nicholson again opposed and indulged in a lot of cheap talk, threatening among other things that manufacturers would move to other states rather than assume the heavy expense. Senators Conroy and Meehan defended the legislation and argued that the clock installation was necessary to insure justice to the weavers.

After Senator Plunkett had joined Senator Chase in opposition, the bill was rejected on a roll call vote of 15 for and 20 against.

House 240: By Representative Flavin of Quincy.

An Act Relative to an Amendment of the Law Regarding Weekly Payment of Wages.

Passed the House on May 28; given "next annual session" in Senate on June 6.

This bill got a favorable report from the Committee on Labor and Industries, and passed the House with no opposition. Although Senator Chase is Chairman of the Committee and had voted for the bill in committee, he strongly advocated its defeat when the matter was discussed in the Senate.

The purpose of the amendment proposed by the Federation was primarily to set up machinery to assist persons in collecting wages due them.

The amendment would also have a tendency to discourage the practice of certain employers who fail to pay wages in certain occupations. Representative Flavin of Quincy who filed this bill for the Federation worked hard to secure its passage, but failed to hurdle the Senate. I recommend that we again sponsor this legislation.

House 434: By Representative Kelley of Worcester.

An Act Further Defining Average Weekly Wages in the Law Relating to Industrial Accidents.

Given "leave to withdraw" in House March 13; substituted for report in House on March 14; rejected in the Senate on March 21.

There was no difficulty passing this bill in the House, but we met with the same result as usual in the Senate, although Senators Meehan, Conroy and Finnegan made every effort to secure its passage. We were only successful in securing eleven votes while our opponents, led by Senator Chase, got eighteen.

Under present conditions with an Industrial Accident Board disinterested as far as the law and its relation to the wage earner is concerned, it is becoming increasingly difficult for the injured employee to receive compensation upon a fair and just basis.

The present law applies a rule laid down in court decisions that the injured worker is only entitled to compensation on the basis of the days worked. As a result of the depression there are scores of cases where men and women receive permanent and serious injuries and only get an insignificant amount because through no fault of their own they were not steadily employed.

House 434, the Federation petition, would remedy a grave injustice and is legislation which we ought to continue to sponsor.

House 250: By Representative Arthur V. Sullivan of Boston.

An Act to Repeal Certain Provisions of Law Relative to Organizations of Firemen.

Given "next annual session" in House February 7; accepted in the Senate February 13.

After the passage of the National Recovery Act it was brought to our attention that certain Massachusetts statutes preventing the organization of firemen unless granted permission by the authorities in charge, were entirely at odds with the spirit and letter of Section 7-A of the N. R. A.

This legislation which was given "next annual session" would give to men engaged in fighting fires the same rights to bargain collectively under the law as that given to all other wage earners.

House 433: By Representative Edward J. Kelley of Worcester.

An Act to Authorize Payment of Compensation to Employees Injured in Industrial Accidents During the Entire Period of Total Incapacity.

Given "leave to withdraw" in the House on April 3; report accepted in the Senate on April 9.

This legislation, as in past years, was successfully passed in the House due to a great extent to the splendid efforts of Representative Edward Kelley. Unfortunately, we were only able to muster 15 votes when the matter was given a roll call in the Senate—where all our legislation fails.

The records indicate that during the past twelve years a total of 41 persons in Massachusetts have suffered injuries while employed in industry which involved the loss of both eyes, both hands, both feet, or one hand and one foot. Under our present law those persons after a period of approximately five years lose all benefits and undoubtedly become public charges, despite their terrific loss.

This legislation is fair and reasonable, and with the needed cooperation from every part of the state we ought to be successful in enacting it into law.

House 770: Petition of the State Board of Housing for Establishment of a State Board of Housing and That the Powers and Duties of Such a Board be Defined.

Passed the House on June 7; given "next annual session in Senate" on June 19.

Although there was wide distress and suffering among the building trades workers in the State when this bill was reported in the Senate, it met the same fate as does almost any like measure in that body. John J. Carroll representing organized labor and a member of the Housing Commission made every effort to secure its enactment, but although we were successful in procuring a roll call, with the aid of Senator James P. Meehan, the bill went down to defeat.

If this enabling legislation had been passed and Massachusetts had been permitted to accept Federal money for this purpose, the benefits, as far as building

trades workers were concerned, would have started immediately. Razing of old property would have absorbed thousands of construction workers, to be followed by the erection of homes suitable for wage earners, and millions of dollars of Federal money would have been spent in Massachusetts, eighty-five cents out of every dollar going to Labor.

None of these arguments made any impression upon the majority of the Senators (see Roll Call), some of whom are misrepresenting the thousands of workers who are suffering because of their action.

House 1647:

This resolve sponsored by Edward E. Clark, member of the Industrial Accident Board, and several other bills all seeking an investigation of the operation of the Workmen's Compensation Act, were unanimously reported by the Committee on Rules and then by the Committee on Ways and Means. This resolve was advocated by a large number of organizations and individuals and there was no opposition at the hearings. The bill passed the House with no opposition but met defeat in the Senate (See Roll Call). Senator Meehan and Senator Joseph White strenuously advocated its passage but it developed during the debate, while Senator Nicholson was on the floor opposing it, that there were some members of the Industrial Accident Board opposed to it. This was quite surprising because one of the petitioners, Edward E. Clark, is a highly respected member of the board and was attempting to adjust a condition which is becoming unbearable to the injured workers.

During the past three and one-half years twenty-three companies doing compensation business in Massachusetts have withdrawn or become insolvent, leaving in their wake men and women seriously injured who can't collect compensation because the company which collected premiums from their employer has gone bankrupt.

If the policy of the majority of the members of the Industrial Accident Board is to subtly defeat any attempt to improve the act for the wage earners, and they refuse year after year to take the initiative and sponsor legislation on the basis of their experience, the Labor Movement in Massachusetts might well give thought to the consequences.

House 1197: By Senator Meehan of Lawrence.

An Act To Regulate Further the Employment of Mechanics, Teamsters, Chauffeurs, and Laborers on Public Works.
Given "next annual session" in House June 22.

Since the Massachusetts Supreme Court rendered a decision against the prevailing rate of wage law which had been in existence for many years, the Officers of the Massachusetts State Building Trades Council have been making every effort to secure the enactment of legislation. Every effort has been made to get all parties to agree to some proposal, but the N. E. Road

Builders still oppose any bill on rates of wages unless it provides for the awarding authority to set the wages—a condition impossible of administration as far as the Building Tradesmen are concerned.

Wage earners engaged in the construction industry have a right to expect that the Commonwealth will insist that contractors engaged in the construction of public works and using public monies shall pay established wage standards to those they may employ.

I recommend that the Federation continue to cooperate with the Massachusetts State Building Trades Council and other cooperating organizations in an effort to secure the enactment of this legislation.

House 376: By Representative Owen Gallagher of Boston.

An Act Requiring Foreign Life Insurance Companies to Provide for Paid Up and Extended Insurance and Cash Surrender Value on Policies of Industrial Life Insurance.

Passed the House March 28; defeated in the Senate April 3.

After getting a favorable report and passing the House successfully this measure was defeated in the Senate on a roll call vote on April 3.

The Industrial Life Insurance business has become nothing more or less than legalized robbery. Year after year the wage earners pay annually over fifty millions of dollars for this type of insurance and in almost every instance lose half of that sum because of their inability to keep up the payments. Under the present law the unemployed worker who has paid premiums for several years and is now unable to pay, is neither given a surrender value or extended insurance in the event of a lapse.

When one considers that the amount paid by workers for this insurance represents over 10% of every dollar earned by weekly paid wage earners in Massachusetts, and the amount lost nearly \$25,000,000 representing over 5% of all earnings, you begin to realize how important this is to the workers.

House 818: By Representative McFarland of Boston.

An Act To Establish and Maintain Municipal Universities in Certain Cities when Authorized by the Electors Thereof.

Given "leave to withdraw" House March 14; accepted in Senate March 19.

This bill was sponsored by the Boston Central Labor Union, but unfortunately initiated at a time when education is, if anything, being curtailed. Although the petition only required an opportunity for the citizens to vote on the subject, the committee on Education who heard the bill reported adversely.

House 819: By Representative Whiton of Quincy.

An Act Providing for an Investigation by a Special Commission of the Need, Cost and Efficiency of Education

for Young People Between the Ages of Fourteen and Eighteen Years.

Given "next annual session" House April 2; accepted in Senate April 5.

This bill proposed by the Boston Central Labor Union called for a careful analysis and report on both the general and special educational opportunities already existing, and recommendations together with an estimate cost for further provisions for education for young people between the ages of fourteen and eighteen.

CHILD LABOR AMENDMENT

House Bill No. 5, the petition of the Massachusetts State Federation of Labor for adoption of resolutions ratifying the proposed amendments to the Federal Constitution authorizing Congress to limit, regulate and prohibit the labor of persons under eighteen years of age was given "leave to withdraw" by a vote of seven to four by the committee on Constitutional Law on February 15th, 1934.

Representatives Alfred W. Ingalls of Lynn, Samuel H. Cohen of Roxbury, and Mary Livermore Barrows of Melrose dissented from the adverse report of the committee, and Senator Joseph Finnegan of Dorchester reserved his rights.

The seven members who voted against the Amendment in committee were Senator Angier L. Goodwin, Chairman, of Melrose; Senator J. Bradford Davis of Haverhill; and Representatives Nelson B. Crosby of Arlington, Arthur I. Burgess of Quincy, Frank D. O'Brien of Fall River, Paul J. McDonald of Chelsea, and Arthur V. Sullivan of Charlestown.

The adverse report was accepted by both the House and Senate without a roll call vote, the sentiment of both Democratic and Republican Senators and Representatives being strongly against the measures despite the fact that President Roosevelt strongly urged its passage in a communication sent to the proponents.

Among others sending communications urging the passage of the Amendment were U. S. Secretary of Labor Frances Perkins, General Hugh S. Johnson, Postmaster-General James A. Farley, Rt. Rev. Monsignor John A. Ryan, Catholic University at Washington, Governor Winant of New Hampshire, Governor Lehman of New York, Governor Pinchot of Pennsylvania, Governor Landon of Arkansas, Senator Robert F. Wagner of New York, Congressman Wm. P. Connelly of Massachusetts, Professor Manley Hudson of Harvard Law School, Robert Amory of the Cotton Manufacturers, and a long list of liberal and labor organizations from every part of the state.

The opposition was led by President Emeritus A. Lawrence Lowell of Harvard, and Mrs. Francis E. Slattery representing Cardinal O'Connell, and Bishop Cassidy of Fall River, along with Alexander Lincoln

who said he represented the "Sentinels of the Republic." Others who opposed or were recorded against the amendment were Bishop Wm. Lawrence of the Episcopal Church, Eben W. Burnstead of the Massachusetts Civic Alliance, and Representatives Leo M. Birmingham, John E. Hurley, Robert V. Lee, Patrick J. Welsh, and Thomas E. Barry of Boston; and Francis E. Ryan of Somerville.

Tremendous pressure was mobilized against the amendment in Massachusetts on the theory that if the onward march of the amendment already ratified by twenty states could be stopped in this state, its defeat would be helped. The arguments of the opposition to the amendment were not only silly but in most instances were vicious. A fleet of anonymous organizations were launched to warn the parents of the children that there was a deep dyed plot born in Moscow to "russianize" the children of America. According to the opponents Congress would send federal agents to arrest the fathers and mothers who dared to have Betty wash the dishes or Bobby bring up a scuttle of coal from the cellar. Congress, if we can believe the Lowells and Lawrences who have always been blind worshippers at the shrines of Greed and Exploitation, might conscript children under eighteen for military service. This argument was used with effect although any schoolboy knows that the Constitution gives to Congress that power now.

The opponents argued that with the prohibitions against Child Labor in the N.R.A. Codes, a constitutional amendment is not necessary, but they forget that the codes expire in 1935 and even though they may be renewed it is desirable to give Congress permanent power to deal with the question. Because of the fact that economic rivalries will continue among the States, Child Labor must be dealt with Federally rather than by States.

We cannot too strongly emphasize, despite the arguments of the opposition to the contrary, that the Child Labor Amendment is not like the mandatory Volstead Amendment. It is purely permissive and of itself does nothing at all other than give Congress the power to limit, regulate, and prohibit the employment of children—a power which undoubtedly would be exercised in conformity with popular demand.

We recommend that the Federation continue its fight for ratification and oppose at every opportunity those obedient servants of the bond and stock holders whose profits and personal liberty depend upon "their right" to draw regular dividends from the sweat and bent backs of other peoples' children.

CONCLUSION

Convening at a time when the Federal Government was writing bold chapters in the Nation's history, it was our hope that the Massachusetts Great and General Court would cooperate with the Federal Authorities so that our people might share in the many projects undertaken.

The House of Representatives, as in other years, usually voted for such legislation—the Child Labor Amendment being the one notable exception, but the majority of the Massachusetts Senate in almost every instance where social legislation was involved continued to follow the leadership of Senators Fish, Stevens, Moyse, Chase, Davis and Nicholson, whose records indicate that they believe in "Government of the 'plain' people by the 'handpicked' people, for the interest of the 'right' people."

While Washington acted boldly on the Child Labor Question, Housing Reform and many other measures giving a degree of social security to wage earners, the Massachusetts Senate was defeating the Child Labor Amendment, also a bill sponsored by the Massachusetts Housing Commission which would enable our State to tie in with the Federal Housing program, and in every instance any bill which contained the letter or spirit of National Recovery.

But it is only fair to report that the Senators were extremely busy for quite some time discussing whether or not the Commonwealth should pay \$340,000 for an \$80,000 rendering plant to provide a bathing beach for children. Although it might just be a coincident, Senators Chase and Nicholson who fought long and hard to secure the enactment of this "pork barrel" bill to keep the children cool and clean, never missed an opportunity to fight against any legislation which would protect children in industry.

A closer scrutiny of this and similar legislation when favored by Chase and Nicholson would undoubtedly reveal that other considerations are the impelling motives for their actions.

Apart from a few loyal friends that the wage earners have in the Massachusetts Senate, the majority have bitterly opposed every attempt to enact laws benefiting the worker. I urge the delegates attending this convention to carefully note the roll call records of their Senators. They will find that some of them although representing districts comprised mainly of workers, have consistently ignored their every request and undoubtedly will continue to ignore them if returned to office this Fall. I want to emphasize the fact that despite the critical times we are passing through the majority of Senators continued to play the same old, cheap, political games while thousands of men and women you represent were in want. It is my earnest hope that the delegates attending this convention when they return to their organizations will put to effective use the roll call records.

Before concluding this report I desire to acknowledge the loyal cooperation of President Moriarty who has constantly given me every assistance. I regret that he finds it necessary to retire from the Presidency of the Federation because I have found in my four years' work with him that no task was too difficult and no obstacle ever too great to block his efforts in behalf of the workers he represented.

To the members of the Executive Council and to Miss

Murphy, my assistant, I make grateful acknowledgment of their helpful assistance.

On several occasions Wm. T. Egan of the Street Railway Employees, Charles J. Mahoney of the Railroad Trainmen and Frank Symonds of the Locomotive Firemen have been helpful in supporting our general program of legislation, for which support I make grateful acknowledgment.

This convention will have before it many problems on which there will be sharp differences of opinion. Although it is the right of every delegate to be heard and a privilege to express his judgment, I hope that when the end of our deliberations come, when our decisions have been made, that we will go forth as a solid and determined group supporting, as a whole, the program adopted.

The responsibilities for policies and plans for the future rest squarely upon the shoulders of the delegates to the convention. I hope and am confident that as representatives of those thousands of wage earners who look to the Massachusetts State Federation for leadership, that the delegates to this convention will write into Labor History a record of accomplishment which will benefit those by whom you have been chosen and have the honor to represent.

Fraternally submitted,



Secretary-Treasurer-Legislative Agent.

FRED C. ANDERSON AND CO.
CERTIFIED PUBLIC ACCOUNTANTS
53 STATE STREET
BOSTON, MASS.

July 10, 1934

Massachusetts State Federation of Labor,
 11 Beacon Street,
 Boston, Mass.

Gentlemen:

In accordance with our agreement, we have made the annual audit of the books and accounts of the Massachusetts State Federation of Labor for the fiscal year ended June 30, 1934.

We submit herewith our report, together with financial statement and supporting schedules as follows:

Exhibit A - Statement of Condition -	June 30, 1934
Exhibit B - Statement of Cash Receipts and Disbursements -	July 1, 1933
Exhibit C - Statement of Cash Receipts and Disbursements - Year Book -	to June 30, 1934
Exhibit D - Changes in Affiliated Organizations -	August 29, 1933
	to June 1, 1934
	June 30, 1934

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The financial condition of the Federation as at the close of its fiscal year ended June 30, 1934 is set forth in the Statement of Condition presented in Exhibit A.

Our comments on the items shown therein are as follows:

<u>Cash on Deposit in Banks</u>	<u>\$ 4,555.50</u>
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This account summarizes as follows:

Balance July 1, 1933, per prior report:	
On Deposit - First National Bank	\$1,190.50
On Deposit - Boston Five Cents Savings Bank Book #982,541	504.42
	1,694.92

<u>Cash Receipts July 1, 1933 to June 30, 1934</u>	
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Collections per Exhibit B	\$7,372.06
Miscellaneous Cash Receipts	831.65
Interest - Savings Deposit	12.87
Year Book Cash Receipts, per Exhibit C	<u>3,950.00</u>
<u>Total Cash Receipts</u>	<u>\$12,166.58</u>
<u>Total Cash to be Accounted for</u>	<u>\$13,861.50</u>

<u>Cash Disbursements July 1, 1933 to June 30, 1934</u>	
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Payments per Exhibit B	\$7,366.62
Payments per Exhibit C	<u>1,939.38</u>
<u>Total Cash Disbursements</u>	<u>9,306.00</u>
<u>Balance June 30, 1934</u>	<u>\$ 4,555.50</u>

This balance comprises the following:

First National Bank - Checking Account	\$ 2,027.59
Boston Five Cents Savings Bank, Book #982,541	517.29
First National Bank - Year Book Fund	<u>2,010.62</u>
<u>Total As Above</u>	<u>\$ 4,555.50</u>

We have examined all cancelled checks returned by the bank and have compared the amounts with the entries in the Cash Book. Deposits subject to check were found to be in agreement with the Bank Statements as of June 30, 1934.

Cash on Deposit at the Boston Five Cents Savings Bank as shown by examination of the pass book was further verified by us at the depositary.

Due from Affiliated Organizations \$ 1,154.87

An abstract of the accounts of Affiliated Organizations discloses that 125 are in arrears in the payment of their Per Capita Tax as at the close of the year in the aggregate amount of \$1,154.87. All of these Organizations are in good standing and the amount is therefore included in the Statement of Condition.

Dues Paid in Advance \$ 113.50

This item includes the prepayment of the Per Capita Tax of 34 Affiliated Organizations aggregating \$113.50 and is shown on the Statement of Condition only for the purpose of separating it from the financial results applying to the fiscal year ended June 30, 1934.

Net Equity \$ 5,596.87

This account represents the present net worth of the organization and compares with \$2,618.52 on June 30, 1933, a gain for the year of \$2,978.35.

Operations - Exhibit B

The receipts from dues amounted to \$7,372.06 for the year which compares with \$7,696.24 for the previous year.

It will be noted that \$800.00 was received from the American Federation of Labor.

This amount represents payments made by the national organization on the basis of \$100.00 per month covering the office expenses of representatives of that organization working within this state.

The payments for the year covering administrative expenses amounted to \$7,366.62.

The operating results show a net gain for the year amounting to \$805.44.

Year Book - Exhibit C

The financial gain from the publication of the organization's Year Book was very gratifying and resulted in a Net Profit of \$2,010.62.

For further details we refer you to Exhibit C.

General Remarks

Your organization, which is purely a voluntary one, has made very good progress during the year, as Seventy new affiliations have been made since your last convention. Forty-nine organizations whose Per Capita Tax has been in arrears for more than one year have been eliminated. This shows a net gain of twenty-one affiliations for the period.

The loss in individual memberships was due principally to the recent labor difficulties of the Boot and Shoe Workers Union and the United Textile Workers Union, whose numbers have dropped more than ninety percent of their former figure.

We wish to thank the officers for their co-operation, thereby rendering valuable assistance to members of our staff during the progress of the audit.

Respectfully submitted,

FRED C. ANDERSON and CO.,
By Fred Chas. Anderson,
Certified Public Accountant.

Exhibit AMASSACHUSETTS STATE FEDERATION OF LABORSTATEMENT OF CONDITIONJUNE 30, 1934ASSETS

Cash in Banks	\$ 4,555.50
Due from Affiliated Organizations	<u>1,154.87</u>
<u>TOTAL ASSETS</u>	<u>\$ 5,710.37</u>

LIABILITIES

Dues Paid in Advance	\$ 113.50
Net Equity	<u>5,596.87</u>
<u>TOTAL LIABILITIES and NET EQUITY</u>	<u>\$ 5,710.37</u>

Exhibit B

MASSACHUSETTS STATE FEDERATION OF LABOR
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
JULY 1, 1933 to JUNE 30, 1934

July 1, 1933 Cash Balance	\$ 1,694.92
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CASH RECEIPTS

Dues Collected - Affiliated Organizations	\$ 7,372.06
Office Expense - American Federation of Labor	800.00
Interest - Savings Bank Deposit	12.87
Sundry Cash Receipts	<u>31.65</u>
<u>Total Cash Receipts</u>	<u>8,216.58</u>
<u>Total Cash to be Accounted for</u>	<u>\$ 9,911.50</u>

CASH PAYMENTS

Salary Secretary - Treasurer	\$ 2,860.00
Salary Assistant Secretary	1,560.00
Postage	247.50
Rent and Light	631.26
Auditing	75.00
Office Supplies and Expense	237.06
Telephone and Telegraph	302.27
Printing and Stationery	152.90
Convention Expenses 1933	381.78
Convention Expenses 1934	320.00
Badges	134.01
Per Capita Tax	10.00
Expense - Executive Council Meetings	169.01
Traveling Expenses	120.00
Legal Expenses	93.25
General Office Expenses	<u>72.58</u>
<u>Total Cash Disbursements</u>	<u>7,366.62</u>
<u>June 30, 1934 Cash Balance</u>	<u>\$ 2,544.88</u>

Exhibit CMASSACHUSETTS STATE FEDERATION OF LABORCASH RECEIPTS AND DISBURSEMENTS1934 YEAR BOOKCASH RECEIPTS

Receipts from Advertisements	\$ 3,950.00
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CASH PAYMENTS

Printing	\$ 518.50
Composition Service	20.00
Commission Paid	1,183.00
Legal Expense	48.85
Postage	50.00
Federal Tax on Checks	.54
Sundry Expenses	<u>118.49</u>
<u>Total Cash Payments</u>	<u>1,939.38</u>
<u>June 30, 1934 Cash Balance</u>	<u>\$ 2,010.62</u>

Exhibit DMASSACHUSETTS STATE FEDERATION OF LABORCHANGES IN AFFILIATED ORGANIZATIONSYEAR ENDED JUNE 30, 1934

	<u>1934</u>	<u>1933</u>
Affiliated Organizations in Good Standing	244	224
Affiliated Organizations in Arrears	<u>125</u>	<u>124</u>
<u>Total Affiliated Organizations</u>	<u>369</u>	<u>348</u>
Membership per Organization Reports	43,346	45,420

S U M M A R Y

Total Affiliated Organizations June 30, 1934	369
Total Affiliated Organizations June 30, 1933	<u>348</u>
<u>Gain in Affiliations</u>	<u>21</u>
Total Membership June 30, 1933	45,420
Total Membership June 30, 1934	<u>43,346</u>
<u>Loss in Membership</u>	<u>2,074</u>

BE UNION MEN AND WOMEN !

A sure way in which we can help our fellowmen and modify the conditions of unemployment which now prevail, and also reduce the competition which they meet with because of cheap foreign-made goods, the product of the prison, child, and sweat shop labor, is by using to its fullest extent our great power of purchase **AND REFUSE TO SPEND OUR MONEY FOR ANY BUT UNION MADE AMERICAN COMMODITIES AND UNION SERVICE.**

DEMAND THE UNION LABEL !